



SiPR | Scottish Institute
for Policing Research

annual report
2021/22

Scottish Institute for Policing Research

Annual Report and Accounts 2021/22
for the academic year ending 31 August 2022

**Annual Report and Accounts presented to the
SIPR Board of Governance 7 September 2022**



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director's introduction



Professor Liz Aston
SIPR Director (Edinburgh
Napier University)

HIGHLIGHTS

The last year has been an eventful one - with the 10th Scottish International Policing Conference on 'Contemporary Policing Demand: Enhancing capacity, capability and resilience' and SIPR's Postgraduate Symposium being real highlights. I am grateful to all participants, to Monica Craig and Simon-Lewis Menzies for all their hard work organising the conference and to Prof Denise Martin for chairing. We were particularly excited to congratulate the winners of our inaugural SIPR Impact Awards!

Our SIPR networks continue to provide an important route to bringing academics and practitioners together and I am grateful to the Associate Directors for all their hard work. Over the past year I am pleased to say that we have grown our core staffing capacity by appointing an Administrator and an Impact Lead.

In addition to awarding almost £130,000 in SIPR and policing partner funded research grants, in line with our strategic priority themes, we have also supported members to leverage external research grants. Indeed, SIPR's involvement in the EPSRC funded 3PO project, which includes leading the dissemination work package, enables us to secure administrative support as well as appointing a Dissemination Officer.

SIPR has continued to do a huge amount over the last year to work closely with our partners, for example by supporting advisory and steering groups. We were pleased to run a successful seminar series with the Police Foundation and to have awarded Scottish Justice Fellowships in partnership with the Scottish Government and SCCJR.

RESEARCH:	Almost £130,000 in SIPR & policing partner research grants awarded in line with strategic research priorities; leveraging external funds
KNOWLEDGE EXCHANGE:	10th Scottish International Policing Conference; SIPR Impact Awards
LEARNING AND INNOVATION:	Postgraduate Symposium; Scottish Justice Fellowships
PARTNERSHIPS:	Seminar series with the Police Foundation; membership of advisory and steering groups

NEXT YEAR

In 2022-23 we look forward to awarding funds through the 'Developing Effective Policing Systems' grant and the 'Responsive Research Fund', as well as supporting partners to secure external grants through the 'Think Big Leverage Fund'.

Next year our key focus will be on delivering knowledge exchange events and supporting members to disseminate the projects that SIPR has funded over the past couple of years. Relatedly, we will have an emphasis on documenting and maximising pathways to impact and we will launch our second round of the SIPR Impact Awards.

We are hoping to work with international partners to run an International Postgraduate Summer School in Australia with George Mason University Washington and to run a seminar series with the Nordic Police Research Network.

As the policing landscape continues to face many and varied societal challenges we are confident that SIPR's world leading interdisciplinary research and approach to working with partners will bring real value to policing. I look forward to working with you all over the coming year to support SIPR research, knowledge exchange, learning and innovation and partnerships.

RESEARCH:	Embedding the Think Big Leverage Fund and awarding SIPR grants e.g. 'Developing Effective Policing Systems' and 'Responsive Research Fund'.
KNOWLEDGE EXCHANGE:	Series of Knowledge Exchange events and publications to disseminate and maximise pathways to impact for SIPR projects.
LEARNING AND INNOVATION:	Supporting our International Postgraduate Summer School and developing our Practitioner Fellowships scheme.
PARTNERSHIPS:	Extending our partnership working and running a seminar series with the Nordic Police Research Network.

As always I would like to thank all core SIPR staff, the Leadership team, Executive Committee, Board of Governance, International Advisory Committee, the Single Points of Contact at each of our HEIs, our academic and practitioner members and our wider partners for making all the wonderful work SIPR does possible.

I hope you enjoy reading about some of the activity our SIPR members have been engaged in over the past year relating to each of our three strategic priority themes and I would like to thank all those who have contributed to his report.

Please get in touch with us if you would like to get involved with SIPR in any way and visit our website to stay informed on our news, publications, and events, and to subscribe to our newsletter <http://www.sipr.ac.uk>



about SIPR

"SIPR's mission is to support internationally excellent, multi-disciplinary policing research to enable evidence informed policy & practice."

theme 1:
Policing and health, safety and well-being



theme 2:
Technology and digital policing



theme 3:
Policing systems capability and resilience



OUR AIMS			
1. RESEARCH 	2. KNOWLEDGE EXCHANGE 	3. LEARNING AND INNOVATION 	4. PARTNERSHIPS 
Facilitating internationally excellent, independent research of relevance to policing.	Engaging in a range of knowledge exchange activities to strengthen the evidence base on which policy and practice are improved & developed nationally and internationally.	Nurturing a culture of learning & innovation.	Promoting the development of national & international partnerships with researcher, practitioner and policing communities.
5 YEAR PLAN OBJECTIVES: Within these four aims we will strive to achieve the following:			
<ul style="list-style-type: none"> Supporting internationally excellent policing research under three strategic research themes in order to shape strategic focus and respond to external drivers. Enhance excellence of SIPR policing research through improvements to quality assurance processes. 	<ul style="list-style-type: none"> Facilitate events and enhance knowledge exchange tools with international reach. Support evidence to practice routes and develop pathways to enable and document impact. 	<ul style="list-style-type: none"> Nurture learning and innovation in policing organisations and universities, supporting the postgraduate community and the next generation of researchers and practitioners. Foster links between higher education and policing organisations and partners to support training, education, leadership, and innovation. 	<ul style="list-style-type: none"> Facilitate networking and collaboration between academics, practitioners, and policy makers nationally and internationally. Develop strategic links with new and existing partners.

financial summary

INCOME

SIPR is the product of aspiration for genuine, meaningful, and sustained collaboration between academic policing research and practical policing.

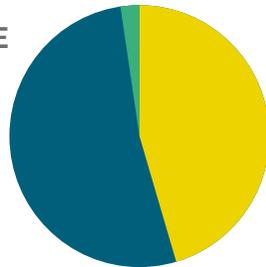
It represents a true collaboration between academia and policing throughout Scotland with all members investing time, energy, and resources into ensuring our mutual success. As such, SIPR is funded by contributions from 14 HEIs throughout Scotland, as well as through core funding provided from both Police Scotland and the Scottish Police Authority as well as sponsorship (provided by the James Smart Memorial Fund).

The institute received a total of £278,318 in funding from these members and via sponsorship in 2021/22.

SIPR had co-funded additional targeted research projects with Police Scotland and the Scottish Police Authority this year including grants to research Seldom Heard Communities, Body Worn Videos, and Tri-Service Collaboration. This saw additional income of £42,000 contributed from our policing partners in support of excellent research.

2022 marks the 50th year since the establishment of the James Smart Memorial Lectures which SIPR is proud to host. In honour of this milestone, the James Smart Memorial fund kindly provided additional funding to pay for a special evening dinner and reception at the National Museum of Scotland where the James Smart Memorial Lecture was this year delivered by Andy Rhodes QPM. For full information go to page 16.

SIPR INCOME 2021/22



- Income from HEIs Membership
- Income from Policing Partner Membership
- James Smart Sponsorship



James Smart Memorial Lecture





OUTGOINGS

SIPR has successfully delivered a range of knowledge exchange activities utilising in person, online, and hybrid platforms. We have also established new research grants and formally launched our "Think Big Leverage Fund," which we hope will encourage and support researchers to obtain large external grants.

There continues to be ongoing after effects from the international pandemic which has engendered some delays to research (particularly for field work). However, we are delighted to see that many projects are making significant progress towards completion.

The underspend from previous years (from reduced travel and in person events) has now been redistributed across the budget and financially, SIPR's has re-aligned outgoings with the predicted budget.

Throughout 2021/22, we were able to dedicate approximately £180,000 to support new and ongoing research projects including new grants within the Public Protection Network (£13,500 expended in 2021/22 and £27,000 overall); £33,000 disbursed within our Responsive Research Grants; and £55,000 to continue support of our match funded studentships awarded in 2019/20 and 2020/21.

COMMITTED FUNDING 2021/22

As an institute, throughout 2021/22 we have been able to commit significant funding to support the achievement of our four aims. Many of these activities have commenced and will be delivered throughout 2022/23 and into 2023/24.



£130,000 to fund research

Significant funding was committed in 2021/22 to support ongoing and new research grants including the Public Protection Network Grant and the Responsive Research Grants

£74,375 on knowledge exchange

The key Knowledge Exchange activity in 2021/22 was the Scottish International Policing Conference held in Edinburgh in May 2022.

£31,392 on learning and innovation

To deliver the postgraduate symposium as well as continued support of five PhD Studentships.

£2,000 on Partnerships

Co-delivering seminar series with the Police Foundation as well as support of the Scottish Justice Fellowships.

highlights 2021/22: our year in review



Monica Craig

Knowledge Exchange
and Business Manager

2021/22 has seen a tentative return to normal. While we continue to navigate the ongoing impacts of the last two years, there are some clear and promising signs that many activities and programmes are getting back on track.

In particular, we have thoroughly enjoyed a cautious, but optimistic return to in person

events - accumulating in the return of SIPR's annual conference, the Scottish International Policing Conference 2022 (SIPC2022). Furthermore, we are delighted to see many of the research projects we have supported over the last few years be able to complete and present findings.

Despite this, we continue to learn the lessons presented during the global pandemic and will embrace new working practices (e.g. remote working, online and hybrid events) and we are determined to renew our commitment to supporting our research, practitioner, and policy colleagues in mutually creating work of value.

I am incredibly proud of our impacts and achievements this year. The SIPC2022 contributed towards the fulfilment of one of SIPR's key objectives of encouraging networking and knowledge exchange. Our work in organising and delivering this large two day event brought together key colleagues

and supported dissemination activities, sharing of best practice, and enabled consultation on strategic policing challenges.

Next year will see a continuation of our efforts within Knowledge Exchange. As so many of our projects near completion we are looking forward to sharing these research findings with you - exploring new and innovative ways to ensure research is disseminated with impact and supporting the journey of research outputs and outcomes to inform policies and practices.

As always, I am keen to develop new ideas or collaborations so please don't hesitate to get in contact to discuss any SIPR matters (at m.boyle@napier.ac.uk). Also please don't forget to engage with us through our website, subscribe to our newsletter, engage with us on twitter, or LinkedIn, and subscribe to our YouTube channel.

We measure our success against our 4 guiding aims:

- 1. Research** - Facilitate international excellent, independent research of relevance to policing;
- 2. Knowledge Exchange** - Engage in a range of knowledge exchange activities to strengthen the evidence base on which policy and practice are improved & developed;
- 3. Learning and Innovation** - Nurture a culture of learning & innovation;
- 4. Partnerships** - Promote the development of national & international links with researcher, practitioner and policing communities.



research highlights

GRANTS

In 2021/22 SIPR launched three new research grants: Public Protection Network grant; Think Big Leverage Fund; and Developing Effective Policing Systems. We also continued our Responsive Research Fund with our policing partners. Through these grants, SIPR has committed over £130,000 to the creation of research of direct relevance to Scottish Policing.

DEVELOPING EFFECTIVE POLICING SYSTEMS – LAUNCHED 2021/22. £50,000 TO BE AWARDED IN 2022/23

This fund was launched at the SIPR Annual Conference in May in order to support research projects exploring knowledge gaps within the SIPR Strategic Theme of "Policing systems, capability and resilience".

These grants are currently open with applications due at the end of September 2022. Awards will be announced in December 2022.

THINK BIG LEVERAGE FUND – LAUNCHED 2021/22. £2,000 AWARDED IN 2021/22. £10,000 TO BE AWARDED IN 2022/23

The purpose of 'Think Big Leverage Fund' is to provide support (both financial and otherwise) to researchers applying for external funding. It operates on a rolling deadline (or until the funding allocation is exhausted). Please visit the SIPR website if you are interested in applying for this funding.

PUBLIC PROTECTION NETWORK GRANTS - £27,000 AWARDED

The purpose of these grants is to support the creation of original and innovative research which focusses on challenges and emerging issues related to Public Protection particularly within Scotland, but also internationally.

1. **Pathways of Trust: Help Seeking for Female Genital Mutilation (FGM) and Gender Based Violence (GBV) in Scotland**
£15,000 awarded to Dr Oonagh O'Brien (PI) Institute for Global Health and Development Queen Margaret University
2. **The impact of COVID-19 on partnerships between police and GBV service providers in remote, rural and island communities in Scotland**
£12,212 awarded to Professor Sarah Pedersen (PI) – Robert Gordon University

RAPID RESEARCH PROJECT – EVIDENCE REVIEW INTO PUBLIC EXPERIENCES OF, AND CONFIDENCE IN, BODY WORN VIDEO IN A POLICING CONTEXT

Police Scotland provided full funding to commission research into the citizen and community experience of interaction with police using Body Worn Video (BWV).

£10,000 was awarded to Professor William Webster (PI) – University of Stirling. To read more on this research see page 46.

knowledge exchange highlights

SEPTEMBER

Police Foundation – Policing in the 21st Century Event

“Lessons from police reform in Scotland: governance and accountability”

Featured guest speakers Dr Genevieve Lennon (University of Strathclyde), Dr Alistair Henry (University of Edinburgh), Barry Sillers (Scottish Police Authority) and Gill Imery (HMICS).

This seminar focussed on discussions of the governance arrangements established upon the formation of Police Scotland and what could be learned from this for the Strategic Review of Policing in England and Wales.

SIPR Postgraduate Coffee Morning

OCTOBER

SIPR Postgraduate Careers Event

This event provided an opportunity for Postgraduate students to hear from a panel of highly esteemed early and mid-career researchers and practitioners who have completed a PhD in a policing related field working within academia and beyond. Panel members discussed their experiences of completing their PhD, the career options upon

completion and provided tips for PhD students preparing for the PhD afterlife.

NOVEMBER

SIPR Leadership Team Meeting

DECEMBER

SIPR Executive Committee 1/4

JANUARY

Police-Community Relations Steering Group Meeting

Annual Meeting of the Police-Community Relations Steering Group to discuss issues of pertinence to the network and present on relevant research.

Police Foundation – Policing in the 21st Century Event

“How do we get serious about crime and harm prevention?”

Featured guest speakers ACC Gary Ritchie and Professor James Mitchell (University of Edinburgh).

This seminar examined findings and recommendations from the Strategic Review of

Policing in England and Wales surrounding crime prevention and their relevance in Scotland. The Review recommends the design of a new public safety system to ensure all sectors of society play their part in crime prevention. This work would be anchored around a new Crime Prevention Agency and would be backed up by a new duty on business to prevent crime.

FEBRUARY

SIPR Executive Committee 2/4

SIPR Postgraduate Networking Evening

Police Foundation – Policing in the 21st Century Event

“Legitimacy and public confidence”

Featuring guest speakers DCC Will Kerr, Andy Higgins, and Dr Megan O'Neill.

This seminar examined findings from the Strategic Review of Policing in England and Wales, which revealed worrying signs of a deterioration in police legitimacy and public confidence in the police in England and Wales, and made comparisons with the Scottish context. The seminar also discussed the Review's findings around neighbourhood policing, stop and search, police conduct and other matters.



MARCH

Police Foundation – Policing in the 21st Century Event

“The future police workforce”

Featuring guest speakers Dr Rick Muir, DCC Fiona Taylor, and Professor Denise Martin.

This seminar examined the current state of the workforce either side of the border and explored what the police workforce of tomorrow should look like, how we can recruit, develop and retain the right people and how different sectors can share learning to create a workforce able to meet the challenges of the 21st century.

APRIL

Police Foundation – Policing in the 21st Century Event

“The Future of Police Reform”

Featuring guest speakers Dr Rick Muir (The Police Foundation), DCC Will Kerr (Police Scotland) and Martyn Evans (Chair of the Scottish Police Authority).

This seminar compared police reform journeys north and south of the border, examined the processes and consequences of reform and discussed how policing can rise to the challenges of the 2020s and 30s.

MAY

SIPR Postgraduate Workshop: Poster Creation

SIPR postgraduate research students to join us for a workshop on how to develop and design to align with skills development for the SIPR Postgraduate Symposium.

6th SIPR Postgraduate Symposium

The SIPR Postgraduate symposium showcases postgraduate research encouraging students to present their research in a supportive environment. More information on the symposium including articles from each of the winning presenters and runners-up can be found in the postgraduate section starting on page 74.

The 10th Scottish International Policing Conference 2022

SIPR's annual conference took place over two days in May 2022 at the National Museum of Scotland in Edinburgh attracting over 500 delegates across both days. For more information on the conference, see pages 14-17.

JUNE

ANSEBP Webinar with Supt David Cowan

Bodies in Water Webinar

Dr Lorna Dennison-Wilkins and Jon Rees

This Evidence & Investigation Network explored the complex issues surrounding the movement of bodies in water and the particular challenges related to predicting where a body will be found or where a body entered the water depending on the nature/stage of the investigation and/or search. Due to popular demand a second seminar is planned for later 2022.

SIPR Leadership Team Meeting

JULY

Executive Committee Meeting 3/4

AUGUST

SIPR Leadership Team Meeting

EVENT HIGHLIGHT: The 10th Scottish International Policing Conference 2022

CONTEMPORARY POLICING DEMAND: ENHANCING CAPACITY, CAPABILITY, AND RESILIENCE

After the last two years, it was great to have a reason to celebrate again, and for this year's conference there were many milestones to mark. Not only was this the first in-person conference for SIPR since 2019, this year also marked SIPR's 10th SIPC, the 15th anniversary of the establishment of SIPR, and the 50th year of the James Smart Memorial Lectures.

Our conference is usually the cornerstone of the SIPR annual calendar, and we certainly felt its absence over the last two years. To mark its return, we decided to extend the conference and hosted a series of workshops, panel sessions, networking opportunities, and poster presentations across two days, which also included an evening reception, dinner, and ceilidh. The grand setting of the National Museum of Scotland's Grand Gallery set the scene for a memorable and inspiring 50th Anniversary James Smart Memorial lecture delivered by the inimitable Andy Rhodes QPM.

The conference endeavours to promote sharing of knowledge, expertise, best practice and experiences between all of our delegates who represent a diverse range of disciplines, specialisms, and backgrounds across both the academic and practitioner spheres, it was for this reason that we established the Professor Nick Fyfe Lecture in 2019 (in honour of Professor Fyfe who established SIPR 15 years ago). We were honoured

that Professor Cathrine Filstad agreed to be our second keynote speaker for the conference.

Recent social, cultural, technological, and economic changes have had a direct impact on the police service, who are facing unprecedented levels of demand. This requires police organisations to adapt and build effective systems to enhance their ability to manage demand. This year, our conference drew on our third strategic research priority by focusing on the issue of Policing Demand, particularly exploring how we can enhance capacity, and capability of policing organisations, while also building resilience.

We brought together some of the leading experts on data and demand, culture, diversity and inclusion, organisational change, adaptation and innovation, well-being, leadership, and enhancing



staff skills and capability to explore conversations on these critical themes and to collectively debate about how to meet these emerging challenges.

There were over 500 registrations to attend over both days of the event



DAY 1 HIGHLIGHTS:

OPENING PANEL

Chaired by Dr Vicki Herrington (far right), Featuring (left to right) SPA Chair Martyn Evans, Chief Constable Iain Livingstone, HMICS Craig Naylor, and Professor Denise Martin.

We were honoured to have such an illustrious group represented in our panel and give their time so generously for this important subject.

Each panel member was asked to set out what contemporary policy demand meant to them and raised some fascinating insights including that concept that online policing could be the new frontline, conceptualising demand could as a proxy for legitimacy, and understanding the conflicts inherent in expanding remits within policing. Professor Martin also identified that a key theme resonating throughout the conference that while we are exploring how to meet needs of individuals and communities, we also need to ensure that we are meeting the needs of the people within the organisation. The full video for this session is on SIPR's [YouTube channel](#).

"As long as I am Chief Constable, I will always be a strong supporter of the work that SIPR does... It is something that all of us own and something all of us have to commit to"

Chief Constable Iain Livingstone





JAMES SMART LECTURE AND CONFERENCE DINNER

"We asked for workers and they sent us humans: Why workforce mental health & well being is vital to building community trust & confidence"

Andy Rhodes, QPM

In his speech, former Chief constable of Lancashire Constabulary Andy Rhodes QPM, presented the conference with the latest research and data in relation to police workforce mental health & well being. As NPCC lead and co-founder of the National Police Well Being Service - Oscar Kilo, he offered reflections on the police service's progress in this challenging area and presented a compelling and provocative argument for placing well-being at the centre of a policing strategy by linking workforce mental and physical health outcomes to public trust and confidence.

Placing mental health at the forefront of every operational and organisational decision offers a real opportunity to re-frame the conversation based on the principles of organisational justice. There is a need to protect police officers and a need to acknowledge the positive impacts of doing so – creating a policing workforce that is better able to police our communities in a competent and compassionate way.

For the first time, SIPR held an evening reception, dinner and ceilidh as part of the James Smart Memorial Lecture's 50th Anniversary celebrations. We were delighted to host this evening in the beautiful surrounds of the Grand Gallery in the National Museum of Scotland in Edinburgh. It was lovely to see so many colleagues in person and to mark the occasion in the traditional Scottish way.





DAY 2 HIGHLIGHTS:

NICK FYFE LECTURE

"Police leadership as practice -how to learn, lead and innovate"

Professor Cathrine Filstad

Cathrine is Professor in Leadership and Leadership Development, Organisational Learning, Change Management, HRM and Organisational Behaviour at Kristiania University College and the Police University College in Norway.

Her lecture focussed on how a practice-based approach can add to our knowledge of police leadership, police reforms and community policing, in particular:

1. The police mission and strategies: how to unfold strategies as practice in policing as collective.
2. How to create a practice, a community, a collective of culture(s), identity and belonging, in development of competencies.
3. Participation consisting of sensemaking, discretion, power and politics.
4. Learning, change and innovation as integrated in practice, as relational in leader-follower relations, and how to create a strong learning culture in the police.

POLITIMHØSKOLEN

My Research

Inductive explorative studies in the Norwegian police reform.

2016: 27 police leaders (shadowing and field studies and interviews)

2018: Field studies and interviews

2019: Field studies, conversations and interviews

2022/2023: On-scene commanders

Approximately 130 interviews • informal conversations
18 months of field studies.



WORKSHOPS

We are incredibly grateful to the experts who so generously gave their time to deliver some truly fascinating and insightful workshops:

WORKSHOP 1 – DATA AND DEMAND

Delivered by Professor Susan McVie with Supt Scott McCarren, Gillian Cherry and Professor Jon Bannister

The ability of police forces to monitor and respond timeously to changing patterns of demand is essential to informing and improving approaches to dealing with threat, harm, risk and vulnerability. This workshop explored the challenges of changing demand and how data can be used to address them.

WORKSHOP 2 – CULTURE, DIVERSITY AND INCLUSION

Delivered by Professor Jemina Napier with Dr Robert Skinner, Lucy Clark and Keith Fraser

The objective of the workshop was to revisit the issue around how police services can enhance capacity, capability, and resilience in terms of policing culture, diversity and inclusion. The workshop is interdisciplinary, drawing on expertise from policing, deaf and disability and interpreting studies to critique whether police services are meeting the intersectional needs of diverse communities.

WORKSHOP 3 – ORGANISATIONAL CHANGE, INNOVATION AND ADAPTATION

Delivered by Dr Victoria Herrington and ACC Jackie Sebire

This workshop provided a contextual frame to understand innovation in policing, to discuss the tensions and trade-offs, and gain insights into how Police Scotland are innovating. It also explored what organisational pre-cursors to innovation are and provided insight into balancing existing capabilities with innovation.

WORKSHOP 4 – HEALTH AND WELLBEING

Delivered by Dr Evangelia Demou with Darren Tattersall, Professor Martie Van Tongeren, Dr Ioannis Basinas and Ainsley Smith

This workshop discussed and reflected on the current health and wellbeing priorities for this workforce in order to improve our understanding of the risk factors to health and reflect on potential opportunities for change in the workplace.

WORKSHOP 5 – EFFECTIVE LEADERSHIP

Delivered by Dr Kristy Docherty and Brigid Russell, with Andrew Broadbent, Ian McKinnon, Clair Thomson and Karen Lawson

This workshop considered what effective leadership looks like within the context of the complex and cross-system challenges facing the police service in common with all other parts of the public sector in Scotland.

WORKSHOP 6 – ENHANCING WORKFORCE, CAPABILITY AND SKILLS

Delivered by Dr Julie Berg with Dr Emma Williams, Jennifer Norman and Andy Lancaster

This workshop explored recruitment challenges, findings from research on experiences of studying a police specific degree, and key considerations in designing and delivering workplace learning. Furthermore, discussions explored challenges related to the changing nature of global harms (e.g. cybercrime and climate change).



EVENT HIGHLIGHT: Bodies in Water Webinar

Bodies may enter water as a result of a number of criminal and non-criminal circumstances (e.g., homicide, suicide, accident) and the investigation of such cases is complex.

Bodies in Water

Online Seminar

SIPR | Scottish Institute
for Policing Research

Particular challenges relate to predicting where a body will be found or where a body entered the water depending on the nature/stage of the investigation and/or search.

Organised by the Evidence and Investigation network, this double event brought together two leading researchers within this field – Dr Lorna Dennison-Wilkins (Police Search Advisor, Surrey and Sussex Police) and Jon Rees (Principal Physical Oceanographer at CEFAS - Centre for Environment, Fisheries and Aquaculture Science).

While there is little published work to assist search planners and investigators in predicting how human bodies move in an aquatic environment, Lorna and Jon presented on their work which seeks to develop and apply predictive models for inland waterways and marine environments.

Utilising her most recent research findings, Lorna discussed the operation applications of her research in the context of her Police Search Advisor role.

Jon described the processes that the model uses to predict the fate of Missing persons and described some cases from Scotland. Whilst over 50% of predictions are correct, Jon explored some of the reasons why in some cases, predictions are wrong in terms of timing or location.

This event quickly sold out, with over 250 registrations. We were delighted to attract a diverse range of attendees from policing, academic and practitioner backgrounds including police search advisors, police investigators, coastguard, and search and rescue teams.

Due to popular demand, we will organise a second session of this webinar to take place in November 2022.



Dr Lorna Dennison-Wilkins and Jon Rees

partnerships

SIPR represents a collaboration of 14 HEIs, along with two policing partners, Police Scotland and the Scottish Police Authority. As such, the Institute thrives on meaningful and consistent collaboration and engagement with new and existing partners. In 2021/22, we undertook an ambitious plan of activities in order to continue to support the development of our national and international partnerships and set the groundwork for a more ambitious international agenda going forward.

Particular highlights of this include:

- The joint seminar series delivered with the Police Foundation and CGI Scotland (for further details please see article on page 21);
- The Scottish Justice Fellowships delivered in partnership with the Scottish Government and the Scottish Centre for Crime and Justice Research (SCCJR). For more information see page 23.
- SIPR is delighted to have been invited to join the UKRI funded project "3PO - Protecting public-facing professionals and their dependents online". This is being led by Professor Saskia Bayerl at Sheffield Hallam University, and includes partnerships with five academic institutions and seven UK police forces. For more information on this project please see page 24..

SIPR EXTERNAL REPRESENTATION

Professor Liz Aston – Chair of Independent Advisory Group on New and Emerging Technologies in Policing. SIPR academic members include Professor Angela Daly (University of Dundee) and Prof Burkhard Schaefer (University of Edinburgh) and Prof Bill Buchanan (Edinburgh Napier University)

Dr Penny Woolnough – NPCC Missing Persons Expert Reference Group

Professor Lesley McMillan and **Professor Liz Aston** – Scottish Violence Reduction Unit Governance Board

Dr Megan O'Neill – Scottish Government's Data and Evidence on Race and Ethnicity Group

Monica Craig – International advisory support to American University Practicum exploring Police Reform Initiatives in the US

Dr Penny Woolnough – Appointed to the College of Policing Investigation Guidelines Committee

Professor Liz Aston – Police Scotland Drug Strategy Board

Professor Liz Aston – Scottish Police Authority and Police Scotland Joint Research and Evidence Forum

Professor Liz Aston – N8 Policing Research Partnership International Advisory Board

Professor Lesley McMillan – Chair, UCU National Task Group on Sexual Violence in Tertiary Education





"The *Strategic Review of Policing in England and Wales* argues root-and-branch reforms are needed if policing is to tackle the challenges of the 21st century. Police Scotland is much further along its own reform journey, having been formed out of the merger of eight forces in 2013. The Policing in the 21st Century seminar series explored this radical transformation and gleaned learning to inform and interrogate the findings of the Strategic Review, a far-reaching independent review of policing chaired by *Sir Michael Barber* and hosted by *the Police Foundation*, which was published in March 2022.

Throughout 2021 and 2022 *The Police Foundation*, the *Scottish Institute for Policing Research* and *CGI Scotland* held six seminars, both virtually and in St Andrews and Glasgow. The organisers gathered speakers from across policing, governance and academia in Scotland including Martyn Evans, chair of the Scottish Policing Authority, DCCs Will Kerr and Malcolm Graham and ACCs Tim Mairs and Gary Ritchie from Police Scotland, both the current and former Her Majesty's Inspectors of Constabulary in Scotland, Gill Imery and Craig Naylor, and representatives from the SIPR including Professor Denise Martin, Professor Liz Ashton and Dr Maggie Blythe. Other speakers included David Hamilton, Chair of the Scottish Police Federation and Cllr Graham Houston, COSLA Vice President. The seminar series began by reflecting on the ambition behind the creation of Police Scotland, the overwhelming speed of change and the

progress made towards a more efficient service which operates nationally and globally while maintaining local accountability. The series then explored Police Scotland's governance model and the role of the SPA, HMICS and COSLA in providing oversight and accountability but also support. Later seminars discussed and compared approaches to current issues facing policing on both sides of the border, including getting serious about crime and harm prevention, what the police can do to improve legitimacy and public confidence, cultural reform, and how police can recruit, develop and retain the right people to create a workforce able to meet the challenges of the 21st century. The final seminar examined the future of reform, as an ongoing journey that relies on constant planning, communication, challenge and engagement at all levels. It concluded by discussing the place of Police Scotland as one actor in a wider system which works, together with the public, for the wellbeing of the country as a whole.

The six seminars took place between July 2021 and April 2022 and covered a diverse range of topics:

- **Lessons from police reform in Scotland: organisational change**
A discussion reflecting on the formation of Police Scotland and the outcomes of the formation of a single force.
- **Lessons from Police Reform in Scotland: Governance and Accountability**
A discussion of the governance arrangements established upon the formation of Police Scotland.
- **Discussion of the findings of the Strategic Review and implications for Scotland: "How do we get serious about crime and harm prevention?"**
Discussion of a potential new public safety system to ensure all sectors of society play their part in crime prevention. This work would be anchored around a new Crime Prevention Agency and would be backed up by a new duty on business to prevent crime.

- **Discussion of the findings of the Strategic Review and implications for Scotland: Legitimacy and public confidence**

An exploration of the deterioration in police legitimacy and public confidence in the police in England and Wales with comparisons with the Scottish context.

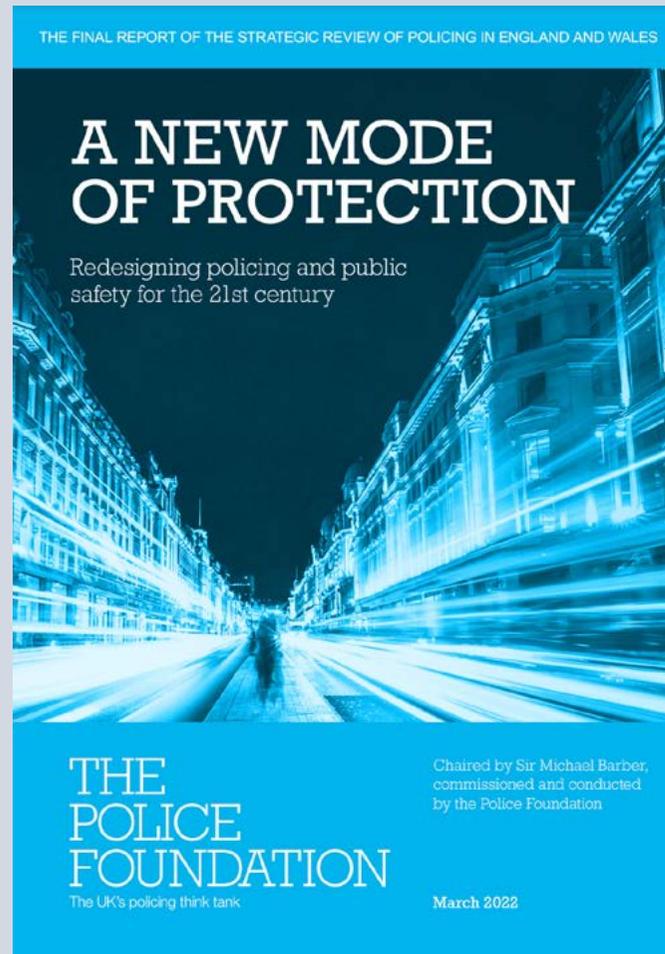
- **Discussion of the findings of the Strategic Review and implications for Scotland: The Future Police Workforce**

A review of the current state of the workforce either side of the border including issues of recruitment, development, and retention.

- **Discussion of the findings of the Strategic Review and implications for Scotland: Future of Police Reform**

A comparison of police reform journeys north and south of the border, including the processes and consequences of reform and rising to the challenges of the 2020/30s.

The report "A new mode of protection: redesigning policing and public safety for the 21st century" was launched in March 2022 and can be read [here](#).





SCOTTISH JUSTICE FELLOWSHIPS

The Scottish Justice Fellows initiative was launched by the Scottish Government, the Scottish Centre for Crime and Justice Research (SCCJR) and the Scottish Institute for Policing Research to explore the substantial untapped resource in PhDs on policing, crime, justice and related issues completed in Scotland. These fellowships represent a valuable partnership between SIPR, SCCJR, and the Scottish Government. Operationalising research and nurturing the impact potential for early career researchers is one of SIPR's key priorities.

Six Justice Fellows were selected this year to transform their PhD research into publications that will engage and inform policy, practice and academic audiences. The Fellows will receive financial support in addition to mentorship from academic mentors and analysts from Justice Analytical Services within the Scottish Government. They will also work to produce written, visual or oral presentation of their work to maximise impact and engagement with their findings. A SJF event will take place towards the end of the year where each Fellow will have the chance to present their work and discuss their findings with academics and practitioners.

The 2022 Fellows and their research topics are as follows:

Dr Konstantinos Kosmas Gaitis (University of Edinburgh) – Law Enforcement vs. NGOs: How Do Different Professional Values and Opinions Influence the Viewing of Human Trafficking?

Dr Katie Gambier-Ross (University of Edinburgh) – 'Going Out': An Everyday and Emplaced Practice of Everyday Citizenship for People Living with Dementia.

Dr Tia Simanovic (University of Strathclyde) – Bereavement and Imprisonment: A descriptive phenomenological exploration of prisoners' experiences of bereavement in carceral contexts.

Dr Ryan Casey (University of Glasgow) – Left to their own devices: A techno-social ethnography of penal electronic monitoring in Scotland.

Dr Lucy Cathcart Frödén (University of Glasgow) – The role of creative collaboration in reframing dominant narratives and imagining alternative futures in the Scottish criminal justice system.

Dr Kate Thomson (Glasgow Caledonian University) – A critical exploration of professionals' understandings of, and responses to, the sexual exploitation of children and young people in Scotland

"I am extremely impressed with the consistent innovation shown by the Fellows, and the Fellowship Scheme funded by the Scottish Government, will allow us to draw on previously untapped PhD research to strengthen Scotland's justice system and help keep communities safe. I would like to extend my congratulations to everyone involved in this year's Fellowship Scheme that will help inform policy decisions and practices going forward."

Keith Brown, Cabinet Secretary for Justice

"The latest cohort of Fellows are an incredible bunch, showing the creativity and vitality of the criminological community in Scotland. The sheer breadth of topics and range of activities puts joy in my heart, pointing the way to a revived future for crime and justice. As they grow in confidence in engaging with new audiences, we will all be enriched. This round of SJF enables much-needed support for colleagues who entered the job market during the dark days of the pandemic. I am proud that SCCJR can offer a hand in this way, and grateful to the Scottish Government and SIPR for making it happen."

Dr Alistair Fraser, SCCJR Director.



3PO - PROTECTING PUBLIC-FACING PROFESSIONALS AND THEIR DEPENDENTS ONLINE UKRI FUNDED PROJECT

SIPR is delighted to have been invited to join the UKRI funded project "3PO - Protecting public-facing professionals and their dependents online". This is being led by Professor Saskia Bayerl at Sheffield Hallam University, and includes partnerships with CENTRIC (the Centre of Excellence in Terrorism, Resilience, Intelligence and Organised Crime Research), University College London, University of Oxford, University of Cambridge, and Edinburgh Napier University, as well as the Home Office and six UK police forces (South Yorkshire Police, Lancashire Constabulary, Police Scotland, Humberside Police, Metropolitan Police, and the Police Service of Northern Ireland).

'Police officers are public-facing professionals. This means they operate in the public eye with at times dramatic repercussions for their private lives (e.g., 'trial by social media', unwanted identification, online harassment and threats to themselves or their families).

The 3PO project aims to fill the theoretical and application gaps in the theme of protecting citizens online by focusing on public-facing professionals (i.e., citizens with professional roles that are conducted under the public's eye) and to expand the investigation to their immediate social network to achieve a network perspective of how online harms affect interlinked actors. The project uses the context of law enforcement agencies (LEAs) as an especially strong example, given the societally and security sensitive role of LEA personnel and the high risk of threats to their and their families' mental and physical wellbeing.

3PO has three interconnected high-level objectives:

- 1) Build an in-depth understanding of the specific risks, harms, and privacy needs of law enforcement personnel as public facing professionals (LPFPs) and their dependents as citizens online which will serve as foundation to guide the cocreation of solutions

- 2) Co-create advanced tools, mechanisms and solutions around LPFP-specific requirements and needs to empower the secure and informed participation of LPFPs and their dependents online; these solutions go beyond individual responsibilities aiming to create a safeguarding environment that also integrates organisational obligations by police forces towards their employees
- 3) Re-conceptualise privacy and consent procedures around group-based decision and negotiation processes to account for the collective nature of online risks and privacy needs in our study context (within families or specific policing roles)

SIPR has been invited to join the 3PO project to specifically manage the dissemination work package. We will support the project by promoting close and continuous engagement of academics from a variety of with practitioners, policy, law enforcement, and third sector organisations and industry. We will aim to deliver impact through communication and academic dissemination and will establish a community of community of users for 3PO platforms and support networks. Create a sustained community of practice which will, in turn, support continued research and development efforts. Organise and support dissemination activities within 3PO and enable the sustainability and longevity of findings.



Tom McMahon,
Director of Strategy
and Analysis

police scotland

Police Scotland's academic research service is led by Tom McMahon, Director of Strategy & Analysis and Kirsty Louise Campbell, Head of Strategy, Insight and Engagement. The purpose of this service is to commission and collaborate with academia and the international research community, to help build capacity for evidence-led policing in Scotland.

This year the Strategy, Insight and Engagement service has continued to develop approaches to evidence led policing and is delivering bespoke research and insights in line with the strategic outcomes of Police Scotland.

Through collaborating with academia we are able to identify examples of good policing practice and to better understand the landscape of policing in the future. Alongside our public and colleague engagement, this is helping to improve and optimise our evidence base for knowledge sharing, decision-making and service planning.

THIS YEAR OUR AREAS OF FOCUS INCLUDED:

- Engagement with Police Scotland's Executive to set strategic research priorities for policing
- Creating an insights and knowledge hub for storing academic research evidence, innovation case studies, insights and resources to support operational policing, strategy and change. This will be open and accessible to all Police Scotland employees.

- Facilitating over 100 academic research requests and engagement with the appropriate business areas, data governance, and participation of police officers and staff.
- Commissioning research to drive the strategic and operational direction of policing in Scotland and support our operational requirements.
- Supporting our colleagues to participate in and/or undertake research for their learning and development.

As our service develops we are beginning to establish a global network of partnerships with academic, policing, and research institutions; this will ensure that our future collaborations are informed by subject-matter expertise, providing good insights for policing in practice.

SIPR has been a key partner in this journey, and in the previous year has collaborated on a number of projects that have supported delivery of Police Scotland's strategic outcomes – primary amongst these are:

VIOLENCE AGAINST WOMEN & GIRLS STRATEGY (VAWG)

To build upon our understanding of lived and living experience, and to help inform the organisation's future approach, Police Scotland has been working closely with SIPR to commission a number of academic research projects on this topic. This research will help the service to better understand the extensive types of crimes that occur against women and girls, as well as the varying needs and experiences of victim-survivors across different parts of Scotland.

In partnership with SIPR, and funded through the Public Protection Network Research Grant, Police Scotland is currently supporting two projects:

- The impact of COVID-19 on partnerships between police and Gender Based Violence service providers in remote, rural and island communities in Scotland
- Pathways of Trust: Help Seeking for Female Genital Mutilation and Gender Based Violence in Scotland

SELDOM HEARD COMMUNITIES

Police Scotland is committed to improving how we communicate with our seldom heard communities and aim to build upon and sustain these relationships in the future. There are currently five ongoing projects across an array of different communities in Scotland. Building trust and confidence is at the heart of each of these projects, which include: effectively communicating with refugees and asylum seekers, addressing intersectionality, working alongside young people from disadvantaged backgrounds and engaging with the LGBTQ community.

CYBER – FUTURE OF POLICING

As new trends and challenges emerge it is important that policing continues to evolve to meet the demands of the future. As a result, Police Scotland and SIPR, through the Future of Policing Grant call, have commissioned a number of projects that consider some of the crucial aspects of future policing.



PREVENTATIVE POLICING

Working with academics and external partners, Police Scotland are exploring the tools which aim to influence behavioural change to those deemed at risk of committing crime, and to assess potential opportunities in new media advertising.

Going forward Police Scotland will continue to build on these achievements and positive future direction. We will continue to mature our approaches and ensure positive engagement with our academic partners and associated networks.

Building on the achievements of this year and enhancing where possible to enable networking, knowledge sharing and creative thinking, pathways to impact and to participate fully in larger research funding programmes.

DEMAND ANALYSIS AND RESEARCH

Police Scotland's Demand and Productivity Unit had the opportunity to present highlights from their work and key insights to the SIPR Conference in May 2022 in a discussion on how analysis and insights are increasingly informing strategic and tactical decision making and resource deployment across the service.



SCOTTISH POLICE
AUTHORITY



Mr Martyn Evans,
Chair of the Scottish
Policing Authority

scottish police authority

The Scottish Police Authority provides assurance that policing in Scotland is undertaken in the public interest. We rely on a system of 'triangulated assurance' – a combination of data, people and observation based on three key lines of evidence: police leadership, internal analysis and external analysis.

Evidence based policing can be used by everybody in policing and can be supported by collaboration with partners (Evidence-based policing | College of Policing). The aim is to use of the best currently available evidence when making decisions about policing and forensic services now and in the future. This includes drawing from a range of sources of evidence including academic research, officer and staff experience, insights from civil society, the views of citizens and experience from other jurisdictions.

In the last year the Authority has increased its use of evidence from data people and observation, and continues to build on its approach to listening and learning to the views and experience of citizens, officers and staff.

The Authority works collaboratively with Police Scotland and a range of partners to explore all aspects of evidence based policing. Underpinning this collaborative partnership approach is the joint Strategic Research Framework agreed through our Joint Research & Evidence Forum This framework ensures we take an active and aligned approach to formulating and assessing academic research activity. Within the framework we describe our desire

to support and progress research which has a clear focus of one or more of these 'tests':

- Social justice
- Working together
- Applied to a practical policing challenge
- A rural and remote Scotland focus

The joint work we have undertaken in the last academic year shows a clear alignment to the framework and our research 'tests'. An example is the research on 'seldom heard voices'. This year long research fund allowed the Authority to work with Police Scotland and SIPR to identify specific research activity which will further our shared aim of promoting and developing strong engagement with those groups and individuals within communities who are often unheard.

In the 2021/22 academic year our Joint Research & Evidence Forum has delivered a series of successful roundtable events, with a focus on knowledge exchange and bringing new voices to the discussion. This includes policing and the pandemic- the Scottish experience, COP26 – Policing the protests, New and emerging technologies in policing and a reflection session on oversight of policing during the pandemic.



The Authority welcomes the range of research funding models, from large awards such as the Public Protection Network Grants, and the focused 'priority three' Developing effective Policing Systems, Capability and Resilience Grant to the more targeted calls for rapid research activity such as that on tri-service collaboration and body worn video.

Through this activity, and its active engagement in the structures and forums of the Authority, SIPR helps us better understand and engage with the international academic research landscape around policing. The work of, and support provided by, SIPR has also informed the ongoing development of a series of topical SPA and Police Scotland policing factsheets which aim to provide public focused and user-friendly information on topical issues of public interest in relation to policing.



Fiona Douglas
Director of SPA
Forensic Services

SPA forensic services

Forensic Services played a part in helping organise SIPR's 10th Scottish International Policing Conference 2022: **Contemporary Policing Demand: Enhancing Capacity, Capability and Resilience**. The lead for Forensic Services Leadership Development Programme and a member of our scientific staff were involved in a Health and Wellbeing workshop, where they reflected on a Forensic Services pilot study about workplace interventions for those dealing with traumatic incidents.

The aim of the workshop was to consider the current health and wellbeing priorities, improve our understanding of the risk factors to health and discuss potential opportunities for change in the workplace.

A new working group on Demonstrating the Value of Forensic Services was launched in early 2022. It seeks a suitable methodology to assess the value of the work carried out by Forensic Services. SIPR is a key part this working group, which looks to understand the contribution of forensic science within the Justice System; to understand how forensic science contributes to overall public safety, crime prevention and confidence in policing; to influence decision making in the justice process; to influence research and innovation; to support change and future strategic direction; to use resources effectively; and to define and track investment outcomes; and demonstrate value for money to the taxpayer.

In September 2021, Forensic Services launched a refreshed Forensic Strategy on "delivering excellence in forensic science for a safe and resilient Scotland." This strategy, produced after wide consultation with stakeholders, including SIPR, provides a strategic direction for FS in the coming years, in accordance with the overall vision "Scientific excellence for safer communities."

SIPR wishes to acknowledge the work of former SPA Forensic Services Director, Mr Tom Nelson and support you have shown SIPR over the years. Tom played a vital role not only through the SIPR Executive Committee, but also through the Evidence and Investigation network and as a key decision maker for many of our award panels.



We are grateful to have benefited from his insight and expertise which has helped to shape and achieve SIPR's strategic goals and would like to express our appreciation for his collegiality. Thanks to this, SPA-FS and SIPR have enjoyed productive and meaningful collaboration which we will continue to progress through our Evidence and Investigation network as well as our funded research.

We wish him an enjoyable and a well-deserved retirement after a distinguished career.

learning and innovation highlights



Impact awards

This year SIPR launched our Impact Awards. The purpose of these awards is to formally recognise individuals, or teams, whose research has made a significant contribution to policing, policy, and or/ practice.

There were two categories: general impact and early career researcher impact award. We were delighted to present the prizes to the winners in each category:

SIPR IMPACT AWARD WINNER

Dr Penny Woolnough (Abertay University), Inspector Graham Gibb (Braemar Mountain Rescue), and Professor Louise Almond (University of Liverpool).

“Improving police practice in the investigation and search for missing people” (award accepted by Nesha Dixon).

SIPR EARLY CAREER RESEARCHER IMPACT AWARD

Dr Elaine McLaughlin

“South Asian Immigrant Women & Domestic Abuse in Scotland, An uncertain legal status and no recourse to public funds”

Each winner was presented with a trophy and a £500 prize at the SIPC 2022 by SIPR Impact lead, Dr Rhonda Wheate.



Dr Rhonda Wheate with Impact winners Nesha Dixon and Dr Elaine McLaughlin



Practitioner Fellowships publication – Sgt David Cowie

A core offering of SIPR has been our Practitioner Fellowship scheme. These are important activities which encourage police staff, and other practitioners with interests in policing, to undertake a piece of research which is based in genuine frontline experience of policing.

The intention of this programme is to harness the experience and operational expertise of our practitioner colleagues and support the translation of this knowledge into research outputs and, consequently, into evidence-based practice. Practitioner Fellows are provided with the opportunity to engage in a piece of policing related research under the supervision and guidance of an academic member of staff.

In 2020/21, five new Practitioner fellowships were awarded, and we are delighted that the first of these projects has now been completed. Sergeant Dave Cowie of the Energy Industry Liaison Unit within Police Scotland explored “the potential effects of the transition from oil and gas to alternative energy sources on emergency preparedness and police response to offshore energy incidents”.

In 2019, the Scottish Parliament set a legally binding target for Scotland to reduce its contribution to climate change by 2045. The objective to comply with reduced emission targets will bring uncharted challenges across the UK for police emergency preparedness and response, due to the move from established oil and gas emergency response procedures. It is expected that Aberdeen will remain a significant centre for energy options, but new developments will be based all around the country. As a result, there is a need for greater engagement by police services across the UK to enhance their understanding of emergency preparedness linked to offshore energy provision.

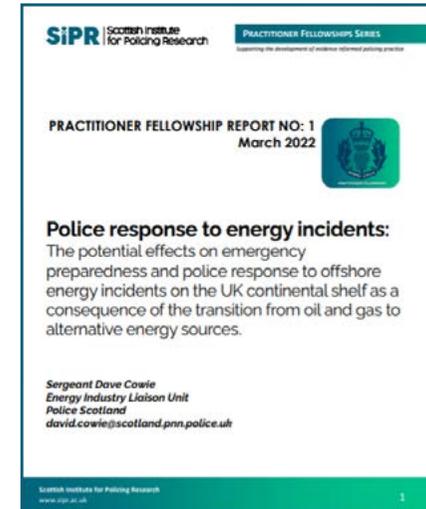
This report reviews and analyses the development, selection, training, and assessment of key personnel who have an emergency response role in the UK offshore energy industry. This report seeks to understand how the police can work with industry and capture best practices to ensure police response to an offshore energy incident is consistent across the UK.

This paper draws on both historical and current experience and research from the police and energy industry. Empirical data from previous incidents was reviewed to capture learnings and training methods from the oil and gas industry. Industry experts were approached to obtain their lived experience in order to capture best practice.

SIPR members were essential contributors to the completion of this paper by offering mentorship and making key connections to industry experts. The final paper was published by the Scottish Institute of Policing Research to ensure that the findings were readily available to all police services across the UK.

The paper suggests that police take critical learnings from the industry to inform their processes and ensure they can respond effectively within an Emergency Response Room (ERR) during a major offshore energy incident, whether oil and gas or renewables. The paper outlines the time-sensitive opportunity to develop a robust, consistent selection and assessment process, for Police Incident Liaison Officers which will enhance the resilience of police emergency preparedness in the offshore energy sector across the UK, in the face of a rapidly changing energy industry. The paper makes concrete recommendations for policing in relation to emergency preparedness in the offshore energy industry, particularly emphasising the importance of assessing current abilities to respond appropriately to offshore incidents, and of undertaking training for ERR personnel.

Sgt Cowie's was nominated for a SIPR Impact award for this work. To read his report visit the SIPR website [here](#).



international advisory committee



Hon Derek Penman
QPM, Chair SIPR International
Advisory Committee

The SIPR International Advisory Committee, (IAC) draws our membership from relevant national and international organisations and includes individuals of international standing, with significant experience in academia or policing.

MEMBERSHIP

- Chair, Hon. Professor Derek Penman (University of Dundee)
- Dr Nick Bland (Scottish Government)
- Professor Nick Crofts (Global Law Enforcement and Public Health Association, Australia)
- Professor John Firman (American University, USA)
- Dr Victoria Herrington (Australian Institute of Police Management, Australia)
- Dr Vesa Huotari (POLAMK - The Police College of Finland)
- Professor Sofie De Kimpe (Free University Brussels, Belgium)
- Dr Cynthia Lum (George Mason University, USA)
- Professor Monique Marks (Durban University of Technology, South Africa)
- Dr Vesa Muttillainen (POLAMK - The Police College of Finland)
- Dr Rick Muir (Police Foundation, UK)
- Haavard M Reksten (Police University College, Norway)
- Martin Smith (Scottish Police Authority)
- Professor Richard Southby (The George Washington University, USA)
- Rachel Tuffin OBE (College of Policing, UK)
- Amy Wilson (Head of Justice Analytical Services, Scottish Government)

We provide professional support and advice the Director, Executive Committee and Board of Governors on measures that will assist SIPR and its members to deliver the maximum impact from its work both nationally and internationally. We provide support and advice, but do not form part of the formal governance, accountability, or performance management mechanisms for SIPR.



KEY ACTIVITIES/ HIGHLIGHTS FROM 2022/23

We are delighted that 2022/23 has provided so many more opportunities to re-engage and collaborate with our International Advisory Committee members and other international partners. Some highlights include:

- Prof Cynthia Lum facilitated a visit from SIPR Associate Director, Dr Megan O'Neill at the Centre for Evidence Based Crime Policy (CEBCP) at George Mason University (USA) to discuss her work on community policing in the EU (the Horizon 2020 project, 'Unity').
- Dr O'Neill also presented the research at Prince William County Police and will be doing an online version of the presentation to the National Policing Institute.
- Dr Victoria Herrington was heavily involved in the planning, organisation and delivery of the Scottish International Policing Conference (SIPC 2022)
- As previously mentioned SIPR collaborated with IAC member Dr Rick Muir (Police Foundation) to deliver a series of seminars exploring the Strategic Review of Policing in England and Wales (for more information on these events, see page 21).
- SIPR members continue to undertake key roles in the EU funded COST Action on Police Stops, led by Prof Sofie de Kimpe.
- Dr O'Neill has been developing a bid for European Horizon funding with international partners including POLAMK. This development has been supported by SIPR leverage funding.
- Craig Thompson, an ESRC and SIPR supported PhD student based at the University of Dundee has undertaken a visit to POLAMK
- Once again, Monica Craig (SIPR Knowledge Exchange and Business Manager) provided from SIPR supported Prof John Firman, American University as an advisor in their practicum exploring the Police Reform in the US.

- SIPR worked with Amy Wilson and Justice Analytics at the Scottish Government to award Scottish Justice Fellowships with the Scottish Centre for Crime and Justice Research.
- A visit and presentation from Churchill Fellow Superintendent David Cowan, ANZEBP Australia and New Zealand Society for Evidence Based Policing (for more details see page 34)
- Professor Lesley McMillan and Dr Maureen Taylor of SIPR and GCU have secured a Global Challenges Research Fund for 'Missing Vietnamese adults in the UK: Understanding patterns, supporting intervention'. The project seeks to understand the patterns and features of missing Vietnamese adults in the UK. Drawing on existing data concerning missing Vietnamese adults, Freedom of Information requests with all UK police forces and interviews with practitioners in the fields of human trafficking and modern slavery, immigration, policing and social care, this research will identify and implement a collaborative approach to addressing the issue of going missing in the UK, working with partners in Vietnam and the UK.

PLANS FOR 2022/23

Next year we are looking forward to a range of international activities including:

Working with international partners to run an International Postgraduate Summer School in Australia with George Mason University Washington. We are looking forward to developing closer links with various partners in Australia.

'Northern Research Seminar series on Policing' with the Policing University College of Finland (POLAMK). This will be delivered in collaboration with colleagues in Norway, Sweden, Iceland, and Denmark and will provide each member an opportunity to showcase some of our and their on-going projects.

international highlight:

ANZSEBP visit – Superintendent David Cowan



SIPR were delighted to host a visit from David Cowan, Superintendent of the Victoria Police (Australia), Chair of the Australian and New Zealand Society of Evidence Based Policing (ANZSEBP) and recipient of the Winston Churchill Fellowship.



Superintendent Cowan has experience as a police prosecutor and a detective and has overseen portfolios of drug and alcohol, victims, crime prevention and policing research. David is currently responsible for health, safety, wellbeing, community engagement and

training for over 2,500 police in metropolitan Melbourne. He has led a range of organisational reforms including the establishment of the first Family Violence Command in Australia as well as the formation of the Counterterrorism Command. He led the organisational reviews of persons in custody and crime scene services. He has a master's degree in Criminology from the University of Cambridge and has undertaken the Senior Leaders in Government Program at the Harvard Kennedy School of Government.

He is the President of the Australia and New Zealand Society of Evidence Based Policing, formed in 2013 and which now has over 4,000 members.

An evidence-based approach uses empirical research findings to guide policing practice on what works. Using real world examples during periods of crisis, he has shared his insights on how evidence-based policing is shaping strategies on the ground with a wide range of policing stakeholders. He is an advocate for bridging the gap between academia and policing across a range of methodologies and is currently running field trials in relation to police legitimacy, serious public violence and place-based crime prevention.

As part of the Churchill Fellowship, he examines evidence-based policing (EBP), data science and data insights across police agencies worldwide, across the USA, Canada, the UK, Ireland, Israel, Denmark, Sweden, Australia and New Zealand. The development of the value between research and practice, with the emergence of various international societies of EBP, agency-led EBP centres and academic institutions supporting collaboration with police agencies, suggests a new paradigm for police improvement and community safety: evidence-based crime prevention and practice. This increasingly sees police in the field, supported by academia, generate empirical research and use evidence to guide policing practice. This Fellowship seeks international engagement with world leading academics, policing leaders, and senior public policy makers to shed light on how EBP can influence the broader direction of policing in the future.

He is currently undertaking a world tour to discuss insights he has gathered as a policing expert in order to spark useful discussions about evidence-based policing among academics and practitioners. During his visit to Scotland, Superintendent Cowan joined SIPR Director Prof Liz Aston on 28 June 2022 to deliver a webinar focused on experiments of evidence-based policing in Australia and New Zealand, particularly in relation to focussed deterrence in reducing violence.



POLICE

overview of SIPR networks

EVIDENCE AND INVESTIGATION

Effective investigation of crimes and incidents is central to all police organisations. An investigation will seek to find all available evidence and intelligence that enable its objectives to be met. Today's investigator operates in an increasingly complex social and legal arena and is likely to lead a team of police and police staff with a wide range of skills and knowledge. Science, technology, psychology, criminology and other areas of specialist knowledge continue to grow rapidly, presenting the investigator with new opportunities and risks. For example, the existence of national DNA databases with the potential for highly sophisticated intelligence use, has revolutionised how many investigations proceed and has identified the need for continued review of individual cases. This network provides a focus for research in a range of specialist areas related to the role of the police in the recovery, interpretation and effective use of intelligence and evidence in the investigation of crime and major incidents. This includes the development and evaluation of policy and good practice in the strategic and tactical use of forensic sciences.

POLICE-COMMUNITY RELATIONS

This network provides a focus for independent research concerned with the relationships between police and the communities they serve. This relationship is a major factor in determining the effectiveness of policing. For example, a positive relationship might be expressed in communities' willingness to cooperate with the police in solving crime. By contrast, a negative relationship might be reflected in communities' reluctance to help the police and, potentially, by a breakdown in public order. In addressing these issues the network draws upon research expertise across a range of academic disciplines, to provide a multi-disciplinary approach to the study of complex areas such as translating research findings into local policing practice, working in partnership with other organisations and increasing public confidence in policing. Through close collaboration with police and other stakeholders the network ensures that research results impact on police policy, procedure and practice.



EDUCATION AND LEADERSHIP

The aims of this network are to promote research in police education and leadership development; to support Police Scotland with research in education and leadership towards increased professionalism and capability; and to address issues of professional education and CPD. Education refers to initial education as well as career-long professional development, workplace learning, and organisational learning. Leadership refers to leadership practices and capabilities in all levels and aspects of policing. The Education and Leadership network focusses on the internal dynamics of the police organisation including:

- issues of management, policy, leadership and organisational structure and culture;
- police education at a local, national and international level to support Police Scotland with research in education and learning and enhance capability in this area;
- enhance the links between evidence based policing, education and leadership;
- identifying and establishing what good leadership development in policing for the future look like;
- examine and consider innovations from other organisations and how they can support or increase organisational and workforce capability; and
- consider what are the most significant differences that we need to attend to - both differences in individual learning needs, and differences in diverse contexts of policing.

PUBLIC PROTECTION

The aims of the network are to both promote, and provide a focus for, independent research on policing and public protection; to collaborate with Police Scotland and other community stakeholders to produce quality research on all relevant areas of public protection; to ensure that independent academic research on public protection is made accessible to police forces, practitioners and policy makers; and to ensure research results impact on police policy, practice and procedure. In support of these aims, the network draws upon expertise from a range of academic disciplines including: sociology; criminology; geography; psychology; social policy; law; social work; economics; and health.

The network defines public protection broadly and includes research on areas such as: all forms of gender based violence; child abuse and sexual exploitation; children and young people; gangs and youth violence; hate crime; homicide; missing persons; human trafficking; mental health; vulnerable adults; and the intervention, treatment and management of sexual and violent offenders.

Research of relevance to the network may be directly on policing or the police, but may also focus on other areas or institutions, but with direct relevance for policing or the police. In Scotland there are a number of consortia and groups focusing on public protection issues, however none focus specifically on policing and public protection and this remit will be met by this SIPR thematic network.



public protection network



Professor Lesley McMillan

Associate Director Public Protection Network (Glasgow Caledonian University)

The aims of the network are to both promote, and provide a focus for, independent research on policing and public protection; to collaborate with Police Scotland and other community stakeholders to produce quality research on all relevant areas of public protection; to ensure that independent academic research on public protection is made accessible to police forces, practitioners and policy makers; and to ensure research results impact on police policy, practice and procedure.

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Research of relevance to the network may be directly on policing or the police, but may also focus on other areas or institutions, but with direct relevance for policing or the police.

MEMBERSHIP

The work of the network is coordinated and facilitated by a steering group comprised of academics from across the SIPR consortium institutions, Police Scotland representatives from across the Public Protection portfolio, and Scottish Police Authority representatives.

ACADEMIC MEMBERS

- **Dr Colin Atkinson** (University of the West of Scotland)
- **Dr William Graham** (University of Abertay)
- **Dr Scott Grant** (University of Dundee)
- **Dr Inga Heyman** (Edinburgh Napier University)
- **Amy Humphrey** (University of Dundee)
- **Dr Lynn Kelly** (University of Dundee)

- **Dr Rachel McPherson** (University of Glasgow)
- **Dr Maureen Taylor** (Glasgow Caledonian University)

POLICE SCOTLAND & SCOTTISH POLICE AUTHORITY MEMBERS

- **Detective Chief Superintendent Sam Faulds** (Public Protection)
- **T/Detective Superintendent Martin MacLean** (Adult and Child Protection)
- **Detective Superintendent Fil Capaldi** (Rape and Sexual Crime; Human Trafficking and Exploitation; and Prostitution)
- **T/Detective Chief Inspector Gillian Fairlie** (Domestic Abuse; Honour-based Abuse; Forced Marriage, Stalking and Harassment)
- **Chief Superintendent Linda Jones** (Safer Communities)
- **Eleanor Gaw** (Scottish Police Authority)



KEY ACTIVITIES/ HIGHLIGHTS FROM 2021/22

The network continues to prosper and has made valuable contributions including research, knowledge exchange, public engagement and the establishment of new areas of practice.

A significant activity for the network was the Public Protection Research Funding call launched in summer 2022. Funding for projects of up to £15,000 was available to SIPR member institutions to conduct research on any aspect of public protection, including the areas listed above. The call received a number of very high-quality bids which were peer reviewed by members of the academic, community, Police Scotland and SPA colleagues. Following an award panel at the end of 2022, two bids were funded. Dr Oonagh O'Brien and colleagues at Queen Margaret University received funding to conduct a study Pathways of Trust: Help Seeking for Female Genital Mutilation (FGM) and Gender Based Violence (GBV) in Scotland. The research will develop new knowledge on FGM affected communities' perceptions of help-seeking and community-police relations and will also explore women's strategies and experiences of help-seeking for FGM.

A second project led by Professor Sarah Pederson and Dr Natascha Mueller-Hirth at Robert Gordon University will explore the impact of COVID-19 on partnerships between the police and gender-based violence (GBV) service providers in remote and rural island communities of Scotland. It seeks to identify both challenges and best practice in partnerships between police and GBV organisations in these areas, and examine how these partnerships have responded to pandemic issues such as court closures, online support and isolated survivors during lockdowns, and what we can learn about police partnership working moving forward. The network looks forward to seeing the outputs and outcomes of both of these funded projects.

The network continues to support the recently established Scottish Cold Case Unit, which has developed a highly successful partnership with Police Scotland's National Missing Persons Unit. Co-directed by steering group members Dr Maureen Taylor and Professor Lesley McMillan, and in collaboration with Locate International, the unit is working on nine unsolved missing person and unidentified remains cases from Scotland and England. The

unit is developing its relationship with SPA Forensic Services and COPFS, which will continue in 2022/23 with the establishment of a cross-sector advisory group. The Scottish Cold Case Unit draws upon expertise in victimology, investigation, open source intelligence, and a range of forensic techniques, and working collaboratively with Police Scotland brings resource to unsolved cases that may not be available elsewhere.

The network continues to be active in the field of gender-based violence (GBV) and in recent months has supported Police Scotland's work developing the new Strategy for Violence Against Women and Girls. Members of the steering group have provided input to strategy development, and will continue to do so through Academic Challenge Sessions and Professor McMillan's participation in the Stakeholder Engagement Forum.

A key achievement for 2021/22 was being successfully awarded funding from UKRI/ESRC to conduct research on domestic homicide of women in Scotland in collaboration with Police Scotland. The funding call was specifically developed to support collaboration between academics and constabularies to use research to improve understandings and responses to violence against women and girls. The Public Protection Research Network team, led by Professor McMillan, includes Dr Maureen Taylor (GCU) and Dr Rachel McPherson (University of Glasgow). The project will involve in-depth qualitative research on domestic homicides in Scotland providing a rare insight into the preceding domestic abuse and factors that may influence lethality, with a view to promoting safeguarding. The project embeds co-production with Police Scotland, Women's Aid, ASSIST and EmilyTest to develop a meaningful community of practice around domestic homicide in Scotland.

A range of other research projects are underway within the group including work on access to forensic medical examination and post-sexual assault care in rural areas, the domestic abuse disclosure scheme, mental health, emotional labour of public protection officers, institutional responses to domestic abuse and stalking, public attitudes to complainer anonymity in sexual offence cases, image-based abuse, sexual violence in higher education, and sexual assault of young women and girls



PLANS FOR 2022/23

The network will continue our successful webinar series in 2022/23 with a number of events already planned covering missing Vietnamese in the UK, social network analysis and image-based sexual abuse.

We intend to continue to support Police Scotland in their work addressing Violence Against Women and Girls and the development of the new strategy. Further, we will seek to further develop the work recently funded by UKRI on domestic homicide and work towards further funding to support this work.

The network seeks to further consolidate its postgraduate research community in 2022/23 appointing network representatives where possible.

Congratulations to Professor Lesley McMillan who has been awarded a prestigious National Teaching Fellowship from Advance HE.

The National Teaching Fellowship Scheme celebrates and recognises individuals who have made an outstanding impact on student outcomes and the teaching profession in higher education.

Professor McMillan teaches Criminology at GCU and has spent more than 10 years leading institutional responses to sexual violence.

Her research led to the co-creation of the award-winning Erase the Grey campaign, which has been adopted by Police Scotland and other higher and further education institutions across the UK. The campaign, which challenges stereotypes and myths around gender-based violence, has reached around 200,000 staff and students.

Professor McMillan has also led on the University's First Responders initiative, which helps GCU staff and students who have experienced gender-based violence, and the Fearless Glasgow project, which brings together all universities and colleges in the west of Scotland and the police, councils and the third sector to tackle gender-based violence and offer enhanced support to students.

She is one of only 54 individuals across the UK to receive a National Teaching Fellowship this year.

Principal and Vice-Chancellor Professor Pamela Gillies CBE FRSE said: "This is wonderful recognition for Professor McMillan and for the University. I am delighted that Lesley's leadership and innovation has been acknowledged with this prestigious award.

"Lesley's work embodies our University's mission for the Common Good and has a profound impact on our students and staff, as well as the wider community.

"It is wonderful to see such positive work at GCU and I would like to warmly congratulate Lesley for this significant achievement."

Advance HE is an independent non-profit organisation committed to world-class teaching in higher education. It works in partnership with institutions and individuals in higher education to support continuous improvement and student success.



evidence and investigation network



Dr Penny Woolnough,
Associate Director Evidence
and Investigation Network –
Abertay University

The Evidence and Investigation network provides a focus for research in a range of specialist areas related to the role of the police in the recovery, interpretation and effective use of intelligence and evidence in the investigation of crimes and major incidents. This includes the development and evaluation of policy and good practice in the strategic and tactical use of forensic sciences.

Consequently, we work closely with key partners in Police Scotland, SPA Forensic Services and the Crown Office and Procurator Fiscal Service (COPFS) across the range of projects and activities that are aligned with the network.

MEMBERSHIP

The work of the network is coordinated and steered by a Network Steering Group comprising nine academics and six practitioners from Police Scotland, SPA Forensic Services and the National Crime Agency:

- **Professor Lucina Hackman**, Senior Lecturer in Human Identification, University of Dundee
- **Dr Penny Haddrill**, Centre for Forensic Science, University of Strathclyde
- **Dr Niall Hamilton-Smith**, Senior Lecturer in Criminology, University of Stirling
- **Dr Richard Jones**, School of Law, University of Edinburgh
- **Dr Jennifer Murray**, Psychology Research Group, Edinburgh Napier University
- **Dr Lee Curley**, Department of Psychology, Open University
- **Dr George Weir**, Computer and Information Sciences, University of Strathclyde
- **Dr Susan Griffiths**, Psychology, Robert Gordon University
- **Mr Tom Nelson**, Director, Forensic Services, Scottish Police Authority
- **Ms Fiona Douglas**, Head of Biology, Forensic Services, Scottish Police Authority
- **Detective Chief Superintendent Gary Cunningham**, Police Scotland.
- **Superintendent John Wyllie**, Police Scotland
- **Detective Inspector Marc Lorente**, Police Scotland
- **Detective Sergeant Stephen Halls**, National Crime Agency



KEY ACTIVITIES/ HIGHLIGHTS FROM 2021/22

Over the past year, the Evidence and Investigation Network has been part of a College of Policing Committee to write new guidelines for effective investigations through developing and improving the application of the investigative mindset. The Committee, comprising frontline practitioners and subject matter experts (specialist practitioners and academics) has been working collaboratively via online and face-to-face meetings to draft the guidelines which have recently been shared for public consultation.

The Network is also contributing to a SPA Value of Forensic Science Working Group, which had its inaugural meeting for the first time in May at which it was agreed that the Group will seek a suitable methodology to: understand the contribution of forensic science within the Justice System; determine how forensic science contributes to overall public safety, crime prevention and confidence in policing; influence decision making in the justice process; to influence research and innovation; support change and future strategic direction; use resources effectively and; define and track investment outcomes as well as demonstrate value for money to the taxpayer.

Two network aligned/funded PhD projects are well underway with students entering year two of their research having completed extensive literature reviews to support their subsequent empirical research: using avatars in investigative interviews with children (Sam Conway, Abertay University) and to develop a structured professional judgement tool for missing person risk assessment respectively (Nesha Dixon, Abertay University). See pages 58 and 59 for summaries of their ongoing research.

In June we hosted a sell-out webinar on the movement of bodies in water. UK experts Dr Lorna Dennison-Wilkins (Sussex Police / University of Dundee) and Mr Jon Rees (Centre for the Environment, Fisheries and Aquaculture Science) shared their research and operational practice regarding predicting where a body will be found or where a body entered the water depending on the nature/stage of the investigation and/or search. Lorna and Jon have been developing and applying predictive models for inland waterways and marine environments respectively, which form the basis of this webinar to an audience of just under 200 academics and practitioners (including Police Search Advisors, police investigators, HM Coastguard and search and rescue teams) from around the UK.

PLANS FOR 2022/23

Over the next academic year, we will continue to contribute to the College of Policing Investigative Mindset Guidelines Committee work. During the next six months the Committee will consider feedback from the public consultation and finalise the guidelines before publication and sharing with all UK police forces.

We will also continue to support the SPA-Forensic Services Value of Forensic Science Working Group as they seek to: Engage with key partners and stakeholders to understand how they value the work of Forensic Services; Review the latest academic research of ways of measuring the value of the work Forensic Services deliver in the Public Sector; Consider how the value Forensic Science delivers aligns not just to the justice sector but to the wider public health, safety and wellbeing; and take a holistic approach to assessing where value is added by forensic science

A key part of our approach to knowledge exchange and dissemination are our seminars / webinars / workshops for the evidence and investigation Network community. Due to practitioner demand, this will commence with a repeat of the over-subscribed Bodies in Water webinar in the autumn. We are also currently working the Police Scotland Heritage Crime Unit to scope an event targeted at establishing key issues in relation to Heritage Crime in Scotland, as well as identifying opportunities for collaborative inter-disciplinary research / potential avenues for funding in this under-researched area. Please do get in touch if you have ideas for activities / collaborations you would like the Network to support as we would be delighted to hear from you.



police-community relations network



Dr Megan O'Neill

Associate Director, Police - Community Relations Network, University of Dundee

This network provides a focus for independent research concerned with the relationships between the police and the communities they serve. This relationship is a major factor in determining the effectiveness of policing and the network aims to increase public confidence in policing. In addressing these issues, the network draws upon research expertise across a range of academic disciplines to translate research findings into local policing practice, working in partnership with other relevant organisations.

MEMBERSHIP

The Police-Community Relations Network is led by a Brokering Team which meets at least twice per year. Membership of this team will fluctuate depending on the topics being discussed, who is most relevant from each organisation to take work forward in these areas and disseminate those findings to the most appropriate users. Current membership of the Brokering Team includes:

- **Dr Niall Hamilton-Smith** (deputy chair of the Network, University of Stirling)
- **Valerie Arbuckle** (Police Scotland, Partnership Development Manager)
- **Superintendent Gregg Banks** (Police Scotland, Local Policing Programme)
- **Davina Fereday** (Police Scotland; Strategy, Insight and Innovation Division)
- **Dr Liz Frondigoun** (University of the West of Scotland)

- **Superintendent Linda Jones** (Police Scotland; Partnerships, Prevention and Community Wellbeing)
- **Superintendent Jim Royan** (Police Scotland; Events, Emergency and Resilience Planning)
- **Martin Smith** (Scottish Police Authority)
- **Dr Andrew Wooff** (Edinburgh Napier University)

KEY ACTIVITIES/ HIGHLIGHTS FROM 2021/22

The main area of activity for the Police-Community Relations Network has been the start of our Seldom Heard Communities grants. These grants fund projects and activities that meet genuine evidence gaps and support Police Scotland to further engagement with all communities in Scotland, but particularly groups that are seldom heard. The total funding available (£50,000) represents a collaboration between SIPR, Police Scotland and the Scottish Police Authority.

The call was launched in May 2021. The successful applicants were announced in September 2021, with final reports due in September 2022. The five projects are:

- **Dr John Mendel** (University of Dundee), "Inquiring together: Collaborative Research with BAME communities and serving officers"
- **Dr Andrew Williams** (St Andrew's University), "To be seen and heard: developing photovoice as a method for the police to engage with young people in underserved communities"
- **Dr Julie Berg** (University of Glasgow), "Accounting for Complexities: an Intersectional Approach to Enhancing Police Practitioner Accountability, Legitimacy & Sustainable Reform"
- **Professor Jim Moir** (Abertay University), "Hearing seldom heard groups: Policing with empathy in conversation with LGBT and young people from disadvantaged backgrounds"
- **Dr Nicole Vidal** (Queen Margaret University), "Refugee and asylum-seeker experiences, trust and confidence with Police Scotland"

Two meetings of the Police-Community Relations Brokering Team have taken place. In July 2021, we had a presentation from Suzanne Fitzpatrick and Sarah Johnsen on the work of I-Sphere at Heriot Watt University and its relevance for policing with those in extreme disadvantage in Scotland. In January, we had a presentation from Brad Cotton from the University of Edinburgh on his PhD

research, 'Trust: The Police, The Public and Policing by Consent'. The January Brokering Team meeting also highlighted that examining the prevention and response to mental health calls jointly with other partners would be helpful. Dr O'Neill sought and circulated suggestions from experts in these fields.

The Brokering Team receives updates from Police Scotland on local policing and safer communities, as well as updates from the SPA and the Research and Insight team in Police Scotland. We consider areas of work in police-community relations where support from SIPR researchers may be beneficial.

In her capacity as the chair of the Police-Community Relations Network, Dr O'Neill has been involved in the Cross-Justice Working Group on Race Data and Evidence, run by Justice Analytical Services of the Scottish Government. This work involves periodic meetings with a wide range of researchers and practitioners about what is needed to gather more robust data on how people of different ethnicities are represented in various agencies of criminal justice.

PLANS FOR 2022/23

The Police-Community Relations Brokering Team will organise and run an event to showcase the outcomes of the Seldom Heard Communities grants and will look for ways to take forward the findings to enable changes to operational practice. The last Brokering Team meeting indicated that further understanding of how to measure prevention would be helpful. Dr O'Neill has been speaking to colleagues in other countries about their work in this area and will arrange an online presentation on the topic for the next Brokering Team meeting.



education and leadership network



Professor Denise Martin
Associate Director Education
and Leadership Network,
Abertay University

The purpose of the Education and Leadership Network is to promote research in the area of police education, learning, and leadership, and support areas such as continuing professional development through engagement activities and events. It also seeks to provide support for the postgraduate community and encourages the creation of opportunities to enable PhD student development.

MEMBERSHIP

- **Professor Denise Martin** - Abertay University
- **Dr William Graham** - Abertay University
- **Dr Andrew Wooff** - Edinburgh Napier University
- **Professor Ross Deuchar** - University of the West of Scotland
- **Dr Kirsteen Grant** - Edinburgh Napier University
- **Dr Maureen Taylor** - Glasgow Caledonian University
- **Dr Yvonne Hail** - Police Scotland
- **Larissa Engelmann** - Edinburgh Napier University
- **Simon-Lewis Menzies** - University of Dundee
- **Superintendent Rob Hay** - Police Scotland
- **Darren Paterson** - Scottish Police Authority

KEY ACTIVITIES/ HIGHLIGHTS FROM 2021/22

This year has been a busy year for the Police Education and Leadership network where the focus was on organising the first in person conference for two years. The Scottish International Police Conference hosted at the National Museum for Scotland was the 10th annual conference, celebrating 15 years of SIPR and 50 years of the James Smart memorial lecture. The theme of the conference was 'Contemporary Policing Demand: Enhancing Capacity, Capability, and Resilience'. Through keynote speaker, seminars and workshops the conference explored various subjects as workforce (capacity, recruitment, and retention); culture, diversity, and inclusion; organisational change and innovation; staff well-being; training, learning, and education; as well as data and demand. A plenary panel with members including the Chief Constable Sir Iain Livingstone, Martin Evans chair of the Scottish Police Authority, new head of the HMICS Craig Naylor and Professor Denise Martin the conference organising chair answered question relating to Police Demand, Leadership, and public confidence. The James smart memorial lecture was delivered by Former Chief Constable of Lancashire Andy Rhodes QPM who talked about the importance of staff wellbeing in the police service

and the Nick Fyfe Lecture was delivered by Professor Catherine Filstad of the Kristiania University College and the Police University College in Norway who lectured on Police leadership as practice -how to learn, lead and innovate.

At the conference a new grant competition was launched in line with the theme of the conference and aligned with the third strategic research aim for SIPR, Policing Systems, Capability and Resilience. The grant competition funds will be awarded in Autumn 2022.

The network also supported Postgraduate activity, including the Postgraduate Symposium where Professor Denise Martin (Abertay University), Dr Inga Heyman (Edinburgh Napier University), Police Scotland T/Supt Suzanne Smith and James Crane Academic Research Co-ordinator sat on an expert panel and answered question by the postgraduate and early-career researcher audience. Several excellent presentations were delivered by the early-career participants with a range of interesting topics being discussed.

The Police Education and Leadership network was also responsible for supporting and facilitating Rapid Research funds for two key projects related to the theme of Police. One was related to the evaluation of a Pilot on Police Scotland and Local Government Collaborative programme (see page 63 for a summary of the report). A second project supported by the network related to Police Assaults and the production of a literature review to explore police staff experience and best practice and policy in tackling the issue.

Members of the network have also supported key partners and stakeholders in developing Police Strategy in relation to training and the workforce, for example Professor Martin, Andrew Tatnell and Larissa Engelman have recently been discussing their research on Learning and Development in relation to the Strategic Review of Training.

We also seen an increased number of Practitioner Fellowship Scheme applications, with four practitioner fellows applying to participate in the project during 2021 and 2022. One of the Practitioner Fellows completed their research. Sergeant Dave Cowie of the Energy Industry Liaison Unit provided

a report to SIPR on his research regarding the potential effects on emergency preparedness and police response to offshore energy incidents on the UK continental shelf because of the transition from oil and gas to alternative energy sources (see page 51 for a summary of the report). Other projects on are ongoing and will continue into the next year.

PLANS FOR 2022/23

The Police Education and Leadership network has several planned activities for next year. Firstly, primarily due to changes in role and position with Police Scotland and Universities, a new steering committee will be formed to work towards the goals of the network with the first meeting being hosted in October 2022. The priority for the network will be the assessment and distribution of grant applications due in September 2022. The grant has been supported by key stakeholders including Police Scotland and the Scottish Police Authority. The network will monitor and support the award holders. The network will also be involved in several other activities including:

1. Organise and participate in the 2023 PhD Summer School. Due to the inability to host and participate in activities since 2020, this has been delayed. The summer school last hosted by George Mason University in Washington provided PhD students the opportunity to work with international students and receive intensive training and expertise on police research
2. Review and implement a new Practitioner Fellowship scheme
3. Work with Police Scotland towards improving practitioners' knowledge and awareness of evidence-based policing
4. Continue to foster and develop international links and research activities on Police Education and Leadership with key partners
5. Organise relevant webinars and knowledge exchange events for example on Police Organisational Learning.



impact



Dr Rhonda Wheate
Senior Knowledge
Exchange Fellow

In March 2022, SIPR appointed Dr Rhonda Wheate (University of Strathclyde) as our new Impact Lead. The purpose of the Impact Lead role is to support SIPR's key objective to maximise the value and impact of the research we support as well as work towards evidence-based policing.

Building on the plans made in previous years, 2021-22 has been a period of significant development for SIPR in supporting and maximising pathways to impact. It is hardly surprising that SIPR's work makes a genuine difference to policing policy and practice, given the continued support of high-quality, independent, and relevant research on policing; on-going collaboration, the high-level engagement and knowledge exchange between researchers and practitioners; the inclusive and multidisciplinary research community which combines research experience with opportunities for postgraduate students, practitioner fellows, and early-career researchers; and SIPR's well-established international reputation and engagement with practitioners and academics in other jurisdictions. Going forward, our ambition is to document, recognise and maximise the impact SIPR's activities have on policing and research in Scotland and more broadly. A significant investment this year has been our new specialised Impact Lead role, which commenced in March 2022.

In May 2022 we launched the inaugural Impact Awards at the SIPR Annual conference, with categories recognising both established and early career

nominees. More information about the winning projects in each category are in this Annual Report. Alongside the other ten entrants, the winning projects demonstrate the enormous reach and significance of SIPR's support for impact, and the direct benefits this research has on policing. Projects included research with a direct impact on missing persons, the Naloxone pilot project, the interaction of Police Scotland with domestically abused immigrant women, better assessing calls to police, responding to offshore energy incidents, maximising the powers of facial recognition, the kit and training needed for working with mobile devices, stop and search policy and practice, risk and vulnerability in law and public health, and forensic jewellery expertise. We are excited about supporting and recognising the excellent work done by police, academics and other partners in maximising the impact of research on police work in future Impact awards.



Looking forward to 2022-23, our funding calls and ongoing support for existing projects will continue to include a focus on collaborations, cross-disciplinary project design, dialogue with a wide range of stakeholders, producing outcomes which are fit for policing purposes whilst being academically rigorous, and we will have a renewed focus on impact outcomes that are both measurable and recorded.

In addition, we are now able to dedicate time to analysing the many SIPR-funded projects which are coming to completion, working proactively with the research teams to ensure that we maximise the knowledge exchange, and potential evidence-based policing and impact of their work. SIPR already has an excellent track record in knowledge exchange, hosting, facilitating and otherwise supporting a whole range of activities that bring police, academics, practitioners and other stakeholders together through seminars, workshops, training courses, conferences, reports and publications, networking events, webinars and news items, (even during times of global crisis and pandemic!). This knowledge exchange provides a solid foundation for going forward and importantly, for transforming this knowledge into impactful changes to the policies, practices and behaviour on which police work is based.

In line with SIPR's long-term goals our approach will also explore how this research can deliver wider impact beyond policing and out into the public sector, business and wider general public. Future funding calls from SIPR will ensure that researchers and their police practitioner partners are given the opportunity to think about this goal, and where possible to build wider impact into their research plans from the outset. We are building a database of impact examples to give researchers and practitioners a plethora of ideas, and the support to help them embed impact into their work.

The 2022 release of the Research Excellence Framework (REF) results for UK universities is another opportunity we are capitalising upon this year to align SIPR with best practice in planning, reviewing, documenting and maximising the impact that research can have on policing. Impact Case Studies related to projects funded by SIPR and submitted to the REF included: Stop and search, transforming international policy and practice; enabling sensitive personal

data to be shared with trust using novel digital security methods; enhancing professional judgement and decision-making expertise in hyper-dynamic environments inside and outside the world of sport; and positive life choices; sidestepping anti-social, violent & addictive behaviour in Scotland. These case studies highlight the multidisciplinary, international reach of SIPR-supported research and were submitted to a range of different discipline panels for the REF, including computer science and informatics; sport and exercise sciences, leisure and tourism; and social work and social policy. These research projects also show SIPR's success in supporting projects which attract substantial additional funding from other sources including the Engineering and Physical Sciences Research Council, Economic and Social Research Council, UK Research and Innovation, Innovate UK, the European Commission; Scottish Funding Council, university knowledge exchange grants, the Carnegie Trust, Erasmus+, local authorities, and Scottish Enterprise. Again this indicates both the reach and significance of SIPR's activities and the potential for impact not only in Scottish policing, but on policing abroad, government policy, community behaviour and more.

Aside from the impact SIPR generates from specific research projects, and from defined funding calls, we are also looking to document and maximise the impact that SIPR achieves through other forums. By actively contributing to national and international advisory committees, boards, steering groups, advisory panels, expert reference groups, guideline committees, task forces, networks and other forums embedded in policing, academia, government, business and the community, SIPR plays an important role in shaping, influencing, and improving policy and practice across a range of areas related to policing and beyond. SIPR's impact through these mechanisms, beyond our support of excellent research projects, is another aspect we are now actively documenting and seeking to maximise in the future.

It is an exciting time to be involved in policing and academia, with plenty of challenges to face and equally, plenty of successes to build upon. SIPR sits at the nexus of this for evidence-led policing and excellence in research; our renewed focus on impact will accelerate and enhance all of our work over the coming years.



strategic priority 1:
**policing and health, safety
and well-being**

This theme explores issues such as Prevention; Role, value and impact of policing within the wider system; Gender Based Violence; Mental health; Substance use; Public protection; Missing persons; Community Safety and harm reduction; Local policing, visibility and accessibility; Police-community relations; and public confidence and legitimacy.

STRATEGIC PRIORITY 1 HIGHLIGHTS:

ESRC grant won by McMillan, Taylor and McPherson of Glasgow Caledonian University and University of Glasgow "Understanding Domestic Homicide in Scotland: Exploring patterns, promoting safeguarding" (*more on page 59*)

Falzon, D., Aston, E., Carver, H., & Parkes, T. (2022). *Research Briefing on the policing and legal challenges of the proposed drug checking services in Scotland*

Hillen et al (Edinburgh Napier University) released impactful Naloxone Evaluation report which received a lot of media attention and generated almost immediate impact with naloxone being rolled out across Scotland (*see more on page 55*)

McMillan, Taylor and Zauner (Glasgow Caledonian University) received NHS funding to understand sexual violence among young people

McVie et al (University of Edinburgh) provided scrutiny of covid fixed penalty notices (*see page 52*)

McMillan and Taylor (Glasgow Caledonian University) establishment of the Scottish Cold Case Unit (*page 53*)

Nesha Dixon (Abertay University) is being supported but the SIPR match funded PhD grants (supervised by Dr Penny Woolnough - Abertay University) focussing on missing persons (*see page 54*)

Dr Penny Woolnough (Abertay University) received inaugural impact award for missing persons tool

McPherson sentencing of Domestic Abuse in Scotland

SIPR Future of Policing research grant awarded to Taylor (Glasgow Caledonian University) on "Emotional labour and public protection policing: Impact on and experiences of officers". The research findings will help inform Police Scotland's approaches to supporting colleagues' wellbeing, and promoting a resilient policing service.

£27K awarded from Public Protection research grants to Dr O'Brien (Queen Margaret University) and Prof Pedersen (Robert Gordon University)

£62K awarded across five Seldom Heard Community Grants:

- Mendel (University of Dundee) on "Inquiring together: Collaborative Research with BAME communities and serving officers"
- Williams (St Andrew's University) entitled "To be seen and heard: developing photovoice as a method for the police to engage with young people in underserved communities"
- Berg (University of Glasgow) "Accounting for Complexities: an Intersectional Approach to Enhancing Police Practitioner Accountability, Legitimacy & Sustainable Reform"
- Moir (Abertay University) who will lead the project "Hearing seldom heard groups: Policing with empathy in conversation with LGBT and young people from disadvantaged backgrounds"
- Vidal (Queen Margaret University) as Principal Investigator for "Refugee and asylum-seeker experiences, trust and confidence with Police Scotland"



COVID-19 lockdowns on partnerships between local police and domestic violence support providers in remote, rural and island areas in Scotland

Professor Sarah Pedersen (Robert Gordon University)

At the start of 2022, a team of researchers from Robert Gordon University was awarded SIPR funding to support a project investigating the impact of COVID-19 lockdowns on partnerships between local police and domestic violence support providers in remote, rural and island areas in Scotland.

The team comprises Professor Sarah Pedersen from the School of Creative and Cultural Business, Dr Natascha Mueller-Hirth from the School of Applied Social Studies, research assistant Leia Miller and film-maker Dylan Jones.

The project builds on previous work by the team funded by an internal grant from RGU that investigated the impact of lockdown on domestic violence service providers in Aberdeen, Aberdeenshire and Orkney. This project identified issues relating to a move to digital and telephone provision of support in areas where broadband Internet access is inconsistent and where service users may live many miles from sources of support. At the same time, the move to online modes of communication was welcomed by staff in relation to offering easier opportunities for networking and training.

Our research documented how service providers and the police worked together to use social and local media to raise awareness of the prevalence of domestic violence in these locations and to counter the myth of idyllic and abuse-free rural and island communities. Our research documented an increase in demand for support across the three types of locations, including in the reporting of historic-abuse cases, although this increase in demand was not necessarily reflected in higher reporting rates to the police. In the opinion of interviewees, reporting to the police was complicated by close-knit rural and island communities and the need to keep living with the friends and families of

abusers. Further information about this project can be found here: Supporting victims of domestic violence during COVID-19: the impact of the pandemic on service providers in North-East Scotland and Orkney. (worktribe.com)

Our current project expands our research to encompass remote, rural and island areas in N Division. It aims to identify challenges and best practice in partnerships between police and domestic violence support organisations during the pandemic. In particular, we aim to analyse the way in which these partnerships dealt with issues such as court closures and the move to online support. We also aim to build on previous research that has suggested that domestic abuse and violence in rural areas is typically underestimated and might be more hidden and underreported. Social stigma and senses of alienation and isolation and the practical difficulties of accessing services are compounded by the stress and danger of encountering perpetrators and their supporters (SWA 2019), but also by pressures to uphold the 'myth' of rural community (Little 2020). We will investigate how a contemporary crisis such as COVID-19 has impacted on these issues surrounding the policing of domestic violence.

As well as academic outputs, we aim to contribute to police and service provider training and CPD by sharing best practice through the production of a short documentary film and other outputs.

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Scrutinising Police Use of Covid-19 Fixed Penalty Notices in Scotland

Professor Susan McVie | Dr Kath Murray | Dr Ben Matthews | Dr Victoria Gorton (University of Edinburgh)

In April 2020, as the pandemic took hold and lockdown was imposed, Police Scotland and the Scottish Police Authority established an Independent Advisory Group (IAG), under the chairmanship of John Scott QC, to provide oversight of policing during this unprecedented period. New powers issued to the police allowed officers to use enforcement, when necessary, to secure compliance with the Health Protection (Coronavirus) Regulations.

Professor Susan McVie took on the role of providing data and evidence to assist the deliberations of the IAG. Police Scotland's Operation Talla Information Collation, Assurance and Liaison (OpTICAL) Group, led by ACC Gary Ritchie, was established to provide support and assurance around the policing of the pandemic.

Throughout the pandemic, a series of data reports were published highlighting the extent and nature of police use of enforcement, and the profile of those who had been in receipt of Covid-19 Fixed Penalty Notices (FPNs). These data reports made a significant contribution to robust oversight of policing in Scotland. The final data report was published in August 2022 and demonstrates that Police Scotland's approach to policing throughout the pandemic was consistent with the 'Four Es' strategy (engagement, explanation, encouragement and, when necessary, enforcement).

Between March 2020 and May 2021, officers in Scotland issued over 20,000 FPNs and recorded a further 150,000 Covid-19-related interventions and 570,000 crimes and offences. Less than 0.5% of the adult population in Scotland was fined under Covid-19 laws. The majority of FPNs in Scotland were issued during the second national lockdown, during which police officers reported waning levels of public compliance and increasing frustration at people's tendency to interpret the rules to their own ends. Most fines were for first offences and incurred the lowest penalty (£60).

There were distinct changes over the course of the pandemic in the location at which fines were issued (shifting from outdoor to indoor spaces) and the timing of breaches (from daytime to night-time incidents). As a result, policing had to adapt to the Regulations at each stage of the pandemic.

There were also significant changes in the profile of those who received FPNs. During the first lockdown, fines were 12.6 times more likely to be issued to people living in Scotland's most deprived communities compared to those living in the least deprived communities; however, this disparity reduced to 1.8 during the second lockdown. This suggests that non-compliance became more widespread across the Scottish population over time.

"The vast majority of people followed the legislation and I want to thank our fellow citizens for their support and co-operation during the public health crisis. I am pleased the report recognises enforcement action was used only as a last resort, making up a small percentage of our many interactions with the public."
ACC Gary Ritchie

Further information on this research is available [here](#).



The Scottish Cold Case Unit

Dr Maureen Taylor | Professor Lesley McMillan (*Glasgow Caledonian University*)

The Scottish Cold Case Unit at Glasgow Caledonian University was formed in May 2021 in collaboration with Locate International, a registered charity, working to review and investigate cold cases involving missing people and unidentified remains. The Unit is led by Dr Maureen Taylor and Professor Lesley McMillan and comprises of 20 criminology students working on a voluntary, extra-curricular basis as cold case investigators.

The Unit serves not only to advance or provide a resolution to cases, but as a talent development programme for investigators, analysts and researchers of the future.

Students have undertaken a comprehensive, modular training programme provided by Locate International and GCU to equip them with knowledge and skills in understanding 'missing', human trafficking and modern slavery, investigation and investigation management, cold case reviews, open source research, archival searching and awareness of a range of forensic disciplines.

The Unit is currently working on nine unsolved cases of unidentified remains and missing people from Scotland and England. Students have also participated in the International Cold Case Analysis Project, under the umbrella of the Police Expert Network on Missing Persons, AMBER Alert Europe, and Locate International. This brings together students from the UK, Europe and Australia and police officers from France, Germany and Croatia. Our students have so far worked on six international cases.

Through our work we have developed a strong collaborative working relationship with Police Scotland's National Missing Person Unit. We have



also collaborated with other Scottish universities and specialists from Locate International, CEFAS and HM Coastguard in the fields of forensic science, anthropology, oceanography, odontology, forensic artistry, open source intelligence and genealogy.

The Unit has garnered a great deal of media interest featuring in national print media, online, radio and social media platforms. This has included features in the Guardian and The National, Crimewatch Live and Scotland Tonight.

The unit is building its research arm and was awarded funding by the Global Challenges Research Fund to conduct research on missing Vietnamese adults in the UK (see page 33). Additional projects being conducted by the unit include an in-depth analysis of missing sex workers in the UK and a comparative analysis of cold case neonaticide investigations.

One case the Cold Case Unit is working on is Port Logan Woman. Her body was found on a beach in Port Logan, Dumfries and Galloway on 22nd November 2006. The team have been investigating her case and secured an updated facial reconstruction that has facilitated new public appeals.



Estimation of Risk for Missing Individuals: Development of the First Empirical Risk Assessment and Decision Support Tool for Missing Person Investigations

Nesha Dixon (*Psychology PhD Student, Abertay University*)

In the UK, an average of 891 missing person incidents are reported to the police daily (UK Missing Persons Unit, 2021). Although most missing persons are located safely within 48 hours, there were 955 fatal outcomes and over 6,500 non-fatal harm outcomes in 2019/2020 (UK Missing Persons Unit, 2021). Missing person investigations are incredibly resource intensive, with an estimated cost of over £700 million per year (Shalev Greene & Pakes, 2014).

When considering these startling figures, the police are faced with the complex task of determining which incidents are most likely to result in harm and where to appoint their resources. A vital aspect of this decision-making process is assessing the level of risk present within each case. The current missing person risk assessment process adopts a professional judgement approach, where assessments are subjective and rely on police officers using their own knowledge and experience to assign cases into low, medium, and high-risk categories (ACPO, 2010; College of Policing, 2016). This common-sense approach to risk assessment can be susceptible to biases and inaccuracies, with risk assessments often varying based on service length and operational experience (Murray & Thomson, 2010).

The overall aim of this PhD project is to develop an evidence-based structured professional judgement (SPJ) risk assessment tool for missing person

investigations. The project consists of four inter-related stages. Stage one involved a comprehensive systematic literature review to identify risk factors within the existing literature that are associated with harm in missing adults and children. This stage is near completion and the results will be shared with relevant key stakeholders in due course. Stage two, currently in progress, involves analysing over 50,000 Police Scotland missing person cases to identify statistically significant risk factors associated with harm outcomes. Stage three will involve distributing a survey to police officers to evaluate their views on which risk factors are considered crucial when investigating missing person cases. Finally, stage four will combine the data from all stages to develop an SPJ tool for risk assessing missing person cases. This will then undergo validity testing on a sub-sample of closed missing person cases to evaluate accuracy, inter-rater reliability and user experience.

This PhD studentship commenced in February 2021 and is jointly funded by SIPR and Abertay University. This research would also not be possible without the support of Police Scotland and their National Missing Persons Unit, who are graciously sharing their data and expertise.

This research hopes to develop a novel evidence-based missing person risk assessment and decision support tool that can be adopted by police forces to assist with improving the consistency, accuracy and efficiency of missing person risk assessments, while still allowing for professional judgement where necessary. In line with SIPR's strategic research priorities, the outcomes of this project will contribute towards evidence-led policing practices and provide support to operational policing when dealing with the ever-growing demand of missing person investigations.



The use of Naloxone in Police Scotland: a pilot evaluation

Dr Peter Hillen | **Professor Nadine Dougall** | **Dr Inga Heyman** | **Dr Jennifer Murray** | **Michelle Jamieson** | **Dr Elizabeth Aston** (Edinburgh Napier University) | **Elizabeth Speakman** (University of Dundee) | **Dr Andrew McAuley** (Glasgow Caledonian University)

All operational officers in Police Scotland are to be trained and equipped with intra-nasal naloxone, a life-saving medication which can be given safely to people who have suffered a drug overdose.

In 2020, there were 1,339 drug-related deaths registered in Scotland, a rate 3.5 times higher than the UK average and amongst the highest in Europe. In 2021, in response to the rising number of drug-related deaths, Police Scotland (PS) initiated a pilot for the carriage, and administration, of intra-nasal naloxone. As SIPR Director, Professor Liz Aston supported PS's Naloxone Delivery Steering Group by ensuring that an evaluation (funded by the Scottish Drug Deaths Taskforce) of the pilot was conducted.

During the pilot, Naloxone was administered by officers at 51 suspected overdose incidents. The evaluation team assessed the attitudes and experiences of police officers, the effectiveness of their naloxone training and responses from people who use drugs and support services. A total of 346 police officers completed questionnaires, with 41 taking part in interviews or focus groups. A further 27 interviews were carried out with people who use drugs, family members, support workers and senior stakeholders.

Most officers who participated in the research were supportive of the pilot and its roll-out across Scotland. Officers reported very positive experiences of naloxone being used effectively to save people's lives. Officers are often the first to attend overdose incidents and they saw Naloxone as an invaluable first aid tool until paramedics arrived. While some officers considered that carrying Naloxone would lead to greater reliance on police by ambulance services, police overwhelmingly said that preserving life was paramount. Community stakeholders were supportive of the pilot but were keen to stress that Naloxone was only a part of the solution to address drug-related deaths.



The study recommended that police carriage of naloxone should be rolled out across Scotland. As well as compulsory Naloxone training for all police staff, the report urged consideration be given to measures to address stigmatising attitudes towards people who use drugs. It also recommended that partnerships with paramedics and other support services be developed and evaluated.

Following the publication of our report, the immediate impact was that the Chief Constable mandated all PS officers would be issued with Naloxone as an emergency treatment for overdoses. PS have stated that they would be acting on the majority of the other recommendations from the research. The findings of the research were presented at the Drug Deaths Taskforce symposium in June 2022. Further

research needs to be conducted to ensure that Naloxone initiatives are part of a broader package of interventions that impact drug-related deaths and provide sustained support for people affected by problematic drug use.

Developing and delivering the Contact Assessment Model (CAM); assessing the needs of the caller to provide an appropriate and proportionate policing response and effectively manage demand

Police Sergeant Claire Coleman

Police Scotland's response to reported incidents was historically determined by policy and procedure, based on crime type, with no formal process to assess risk and vulnerability. An HMICS independent assurance review of call handling in 2015 recommended Police Scotland "adopt a more formalised risk and vulnerability assessment model for service advisors." The CAM project was established to deliver this key strategic objective.

CAM is a Police Scotland bespoke model used to assess the needs of a given caller using THRIVE (Threat, Harm, Risk, Investigation, Vulnerability and Engagement) methodology complimented by various resolution options, providing an appropriate and proportionate policing response. This represents a significant change to the assessment of contacts from the public to best meet their needs.

Time was dedicated to developing engagement across all internal business areas of Police Scotland to ensure an effective rollout and increase impact. Practitioner groups and CAM champions supported the development of training materials and evaluated the products prior to launch and after each delivery phase. The training team conducted a comprehensive Training Needs

Analysis and utilised practitioner feedback, personal knowledge and academic oversight from colleagues at Edinburgh Napier University to design and deliver five training courses bespoke to business areas and needs.

A 'critical friends' group was formed to quality assure the training materials, including the NHS, Scottish Ambulance Service, Scottish Fire and Rescue Service, Scottish Government, HMICS, SPA and all Local Authorities. Other key partner agencies including third sector and protected groups such as Women's Aid, Ethnic Minority Monitoring Groups and Age Scotland provided feedback and review throughout.

Sgt Clare Coleman received academic support from SIPR members at ENU and was invited to deliver a keynote talk about CAM at an interdisciplinary SIPR-EIN (Evidence and Investigation Network) event, Cross-Disciplinary Evidence Interpretation: Breaking Down the Barriers, hosted by Edinburgh Napier University in January 2020.

A Learning Needs Questionnaire was sent to attendees in advance of training sessions to ensure specific needs of trainees were addressed. This was commended by Equality and Diversity Representatives within Police Scotland. Daily evaluations of the training sessions showed 98% satisfaction among the attendees. CAM has had national impact on the way that police work with the public across every geographical and business area within Police Scotland. More than 500 face-to-face training sessions were delivered to more than 4000 personnel at more than 40 venues across Scotland to reach varied audiences. In excess of 500 awareness briefings were delivered throughout Scotland.



Sentencing Domestic Abuse in Scotland

Dr Rachel McPherson (University of Glasgow) | **Dr Jay Gormley** (University of Glasgow) | **Dr Rhonda Wheate** (University of Strathclyde)

The introduction of the Domestic Abuse (Scotland) Act 2018 has been met with international approval. The Act was the result of years of campaigning but ended up being introduced shortly before the world experienced the Covid-19 pandemic - a time when there was an epidemic of violence against women[1]. As such, the implementation of the Act is both in its infancy and has developed during a global crisis.

Our review sought to understand the development of domestic abuse sentencing in Scotland following the Act's introduction, in a landscape where other legal remedies and responses to domestic abuse already existed.

WHAT DO WE KNOW ABOUT THE SENTENCING OF DOMESTIC ABUSE IN SCOTLAND?

Recent figures show that the penalty used most for those convicted under the 2018 Act is a community payback order (CPO). Similarly, those convicted of an offence which contains a domestic abuse aggravation most commonly receive a community sentence. Whilst community-based sentencing is often seen as a more lenient sentence, it should be noted that these are varied disposals that can entail challenging requirements, and are intended to both punish and rehabilitate the offender. While further data on the types of requirements attached to CPOs in this context are limited, it is known that this type of sentence may involve participation in an offender programme (such as that provided through the Caledonian System). It may also be accompanied by the imposition of a non-harassment order on the offender, breach of which

is a criminal offence in itself. The increased use of non-harassment orders and 'hybrid' criminal/civil law responses to domestic abuse (often in relation to child custody matters) is a UK-wide trend and can be an effective way of responding to both abuse that takes place following a separation, and behaviour which may in and of itself not amount to criminal conduct, but is nevertheless part of a strategy of control and intimidation.

As we might expect, a review of appeals against sentence reflects the changing attitude by the Scottish criminal justice system towards domestic abuse in terms of perception of seriousness; and, at their most serious, some cases resulted in the imposition of an order for lifelong restriction (OLR) on the offender.

HOW DOES SENTENCING IN SCOTLAND COMPARE WITH THE REST OF THE UK?

The overarching principles for the sentencing of domestic abuse in England and Wales are contained in the definitive guideline of the Sentencing Council for England and Wales, effective from 24 May 2018. Importantly, the guideline positions domestic abuse offences as being more serious than comparable non-domestic abuse offences. No equivalent guideline currently exists in Scotland.

Those convicted in England and Wales of coercive or controlling behaviour under the Serious Crime Act 2015 are most commonly sentenced to imprisonment (64%), with suspended sentences and community sentences being used in about one-third of cases. However, despite the links between legal responses to domestic abuse, there are distinct differences between the sentencing regimes in Scotland and the rest of the UK, and we should therefore be cautious of making direct comparisons between UK jurisdictions using sentencing data alone.

WHAT ABOUT THE EXPERIENCES OF COMPLAINERS?

Evidence on the experience of complainers in domestic abuse cases in Scotland indicates that the process of contacting the police, making a statement, engaging in the civil and criminal justice systems, and dealing with the aftermath of the abuse and the legal process, can generate a high level of fear, anxiety and apprehension in complainers. These emotions are heightened by a number of factors including but not limited to:

- a lack of awareness amongst complainers about the support available;
- past, present and future threats to the safety of complainers and their children;
- the role of family honour and the pressure to conform to family norms and coercive control rather than engage with the legal system;
- ongoing abusive behaviour by the accused during the process;
- the need for complainers to disclose highly private details about themselves and their family;
- the nature, extent, duration and range of abuse suffered;
- the lack of co-ordinated and well-resourced inter-agency support for complainers and their children throughout the process, including in the aftermath of sentencing;
- the financial effects of separation; and
- a lack of control and the role of plea negotiation.

Whilst the use of specialised courts has been largely welcomed by complainers, specific sentencing data from these courts are not available, which means that comparisons cannot yet be drawn between sentencing by specialised and non-specialised courts.

Our full report concludes with a number of recommendations:

- Sentencing guidance or guidelines on the operation of section 1 of the Abusive Behaviour and Sexual Harm (Scotland) Act 2016
- Research and data on the use of specialised domestic abuse courts
- Public perceptions research in this area.



Understanding Domestic Homicide in Scotland: Exploring patterns, promoting safeguarding

Professor Lesley McMillan | **Dr Maureen Taylor** (*Glasgow Caledonian University*) | **Dr Rachel McPherson** (*University of Glasgow*)

This ESRC funded project aims to more fully understand domestic homicide of women in Scotland, the patterns of behaviour that precede it, the challenges it presents in terms of prevention and the opportunities that may exist for safeguarding.

Following an in depth qualitative analysis of domestic homicides of women in Scotland over the past 10 years, the project team will work with Police Scotland, the Scottish Institute for Policing Research and violence against women and girls stakeholders, to facilitate knowledge and best practice exchange

through a collaborative programme of co-design and future methodology development, with the ultimate goal of developing a meaningful community of practice around domestic homicide in Scotland, to support future collaborative work. The knowledge gained will further our understanding of domestic homicide of women and where suicide occurs with preceding domestic abuse, often called 'hidden homicide'. The project is funded through a UKRI/ESRC call specifically aimed at supporting collaborative work between academics and police constabularies. Professor McMillan and members of the SIPR Public Protection Research Network engaged in a process of co-production with Police Scotland's Public Protection Team to agree a focus prior to application. The project also includes third and public sector partners Scottish Women's Aid, ASSIST, and EmilyTest





strategic priority 2: **technology and digital policing**

This theme explores issues such as frontline policing and technology; Digital contact, online visibility & accessibility; Big Data and predictive policing; Surveillance; Cyber enabled/ dependent crime; Cyber security; Public protection; Maximising intelligence; Digital Forensic investigation; and Social, ethical and legal considerations.

STRATEGIC PRIORITY 2 HIGHLIGHTS:

Dr O'Neill (University of Dundee) awarded £2k from Think Big Leverage Fund to develop H2020 application under the 'Fighting Crime and Terrorism' call.

SIPR assisted Police Scotland with commissioning an evidence review into public experiences and confidence of body worn video in policing and in 2022 Webster, Miranda and Leleux published their report (*see page 63*)

SIPR continues to support projects funded under the 'Future of Policing' grant scheme exploring key areas such as "*Influence policing – mapping the links between preventive policing and new media*" Dr Daniel Thomas (University of Strathclyde) and "*A harmonised study of public expectations of police responses to cybercrime*" Dr Shane Horgan (Edinburgh Napier University)

Current work at Dr Jamal Mansour's laboratory (Queen Margaret University):

- Natasha Fungmann - eyewitness confidence and accuracy when the eyewitness believes they are familiar with the culprit
- PhD student Dilhan Toreli is studying the Cross-Race Effect (CRE) - the finding that people remember faces of their own race better than those of other races
- PhD student Holly Clark is investigating the Weapon-Focus Effect (WFE) - the reliable decrease in memory for a crime when a weapon or unusual object was involved
- PhD student Pia Pennekamp has tested and developed methods to obtain and interpret eyewitness confidence judgments (*see page 71*)

Prof Aston (Edinburgh Napier University), Dr Megan O'Neill (Dundee University) and colleagues at Keele and University College London continue to lead the INTERACT project and have had two invited book chapters published in edited collections on technology /virtual policing and police legitimacy including:

- Aston, E., Wells, H., Bradford, B., & O'Neill, M. (2022). *Technology and Police Legitimacy*. In A. Verhage, M. Easton, & S. De Kimpe (Eds.). *Policing in Smart Societies*, (43-68). Palgrave Macmillan.
- Bradford, B., Aston, E., O'Neill, M., & Wells, H. (2022). 'Virtual policing', trust and legitimacy. In J. Terpstra, R. Salet, & N. R. Fyfe (Eds.). *The Abstract Police: Critical reflections on contemporary change in police organisations*, (213-238). Eleven International Publishing.

SIPR continues to support the match funded PhD Studentship undertaken by Juraj Sikra (supervised by Dr Daniel Thomas - University of Strathclyde) which will focus on "*Improving cybercrime reporting*" – SIPR published the systematic literature review from this project earlier this year which can be accessed [here](#)



Rapid Research Project: Evidence Review into Public Experience and Confidence of Body Worn Video in a Policing Context

Professor William Webster (*University of Stirling*) | **Dr Diana Miranda** (*University of Stirling*) | **Charles Leleux** (*University of Stirling*)

This report provides research findings from a rapid research project reviewing the use of Body-Worn Video (BWV) cameras in a policing context, with specific reference to police-citizen interactions and scrutiny mechanisms. This comprehensive review into the citizen and community experience of interactions with police using BWV referred to both academic research and grey literature, including wider evidence from policing organisations and the media. The research was undertaken with a view to gain insight into the lessons that can be learned, and the factors driving confidence and acceptance of BWV in the UK and abroad, to provide advice and guidance to Police Scotland for the potential widespread roll-out of BWV within Scottish operational policing.

The research was conducted in November and December 2021, using a methodology consisting of a literature review and a sequence of semi-structured interviews with BWV experts. The research builds on the surveys conducted by Police Scotland, thirteen focus groups and an evaluation of BWV. The report also relies on a review of published research and commentary of BWV prior and post implementation in North America, Australasia and the UK.

This Rapid Research Project was funded by Police Scotland and administered by the Scottish Institute of Policing Research (SIPR).

BWV is being deployed internationally by law enforcement agencies and other public service providers. Police Scotland is in an advantageous position in that it can learn from what is perceived to be best practice elsewhere in the UK and beyond. The report makes a series of evidence-based recommendations that should be considered before the widespread deployment of BWV in Scotland. The recommendations focus on citizen and community engagement, best practice for BWV use, and the legal and ethical issues raised by BWV.

The full report for this research is available on the SIPR website [here](#).

Using Avatars in Investigative Interviews with Children

Sam Conway (Abertay University, School of Applied Sciences) | **Julie Gawrylowicz** (Abertay University, School of Applied Sciences) | **Robin Sloan** (Abertay University, School of Design and Informatics) | **Andrea Szymkowiak** (Abertay University, School of Design and Informatics)

Pre-recording best evidence using technology is an emerging priority for Police Scotland when interviewing children. Example technologies may include virtual characters (VCs), such as agents and avatars, wherein the forensic interview is conducted online with an interactive virtual representation of a real interviewer. VCs are effective for engaging young children who struggle with social cues or communicating in face-to-face settings (Hsu & Teoh, 2017). VCs can elicit greater personal disclosure (Lucas & Gratch, 2014), increase eyewitness memory (Taylor & Dando, 2018), and are perceived as less judgemental than humans (Pickard et al., 2016).

Furthermore, low relatability with adult authority figures is a historic barrier to older children and adolescents' forensic disclosure (Many & Collin-Vezina, 2021). However, VCs can be easily customised to reflect children's preferred traits prior to the interview i.e., by appearing as older, younger, etc. Therefore, the flexibility afforded by VCs may incentivise children's disclosure, in addition to solving Police staffing and resource issues. VCs are a promising example of how Police Scotland may use technology to elicit best evidence during forensic interviews. Yet, their application as forensic interviewers with children remains under-researched.



To investigate the suitability of VCs as forensic interviewers, we first aimed to understand the preferred characteristics that children seek in their forensic disclosure recipients. We conducted an online survey with participants aged between 8 and 16. All participants read fictional crime scenarios perpetrated by known and unknown suspects. For each scenario, participants stated their preferred disclosure recipient characteristics, and whether recipients should be human or VCs.

Initial findings suggest children prefer disclosing forensic information to recipients of the same gender as themselves. VCs were also more desirable when they appeared humanlike as opposed to non-human entities.

In our current study, we investigate whether gender-matching and mismatching VC interviewers will elicit more disclosure, more episodic recall, and fewer false memories, compared to humans. This study is recruiting secondary school students and is conducted as an online mock eyewitness interview.

To participate in this study, follow [this link](#).



Becoming the world's first 'Forensic Jeweller': enhancing awareness as to the evidential value of personal property within international law enforcement investigations

Dr Maria MacLennan, University of Edinburgh

This research is the first of its kind in the world to explore the evidential role and potential of jewellery in law enforcement investigations. Jewellery's prevalence in society, its potential to corroborate 'primary' methods of identification (such as DNA, fingerprinting and odontology) in addition to its generally robust physical form, means that jewellery is increasingly cited as a key form of evidence in investigations.

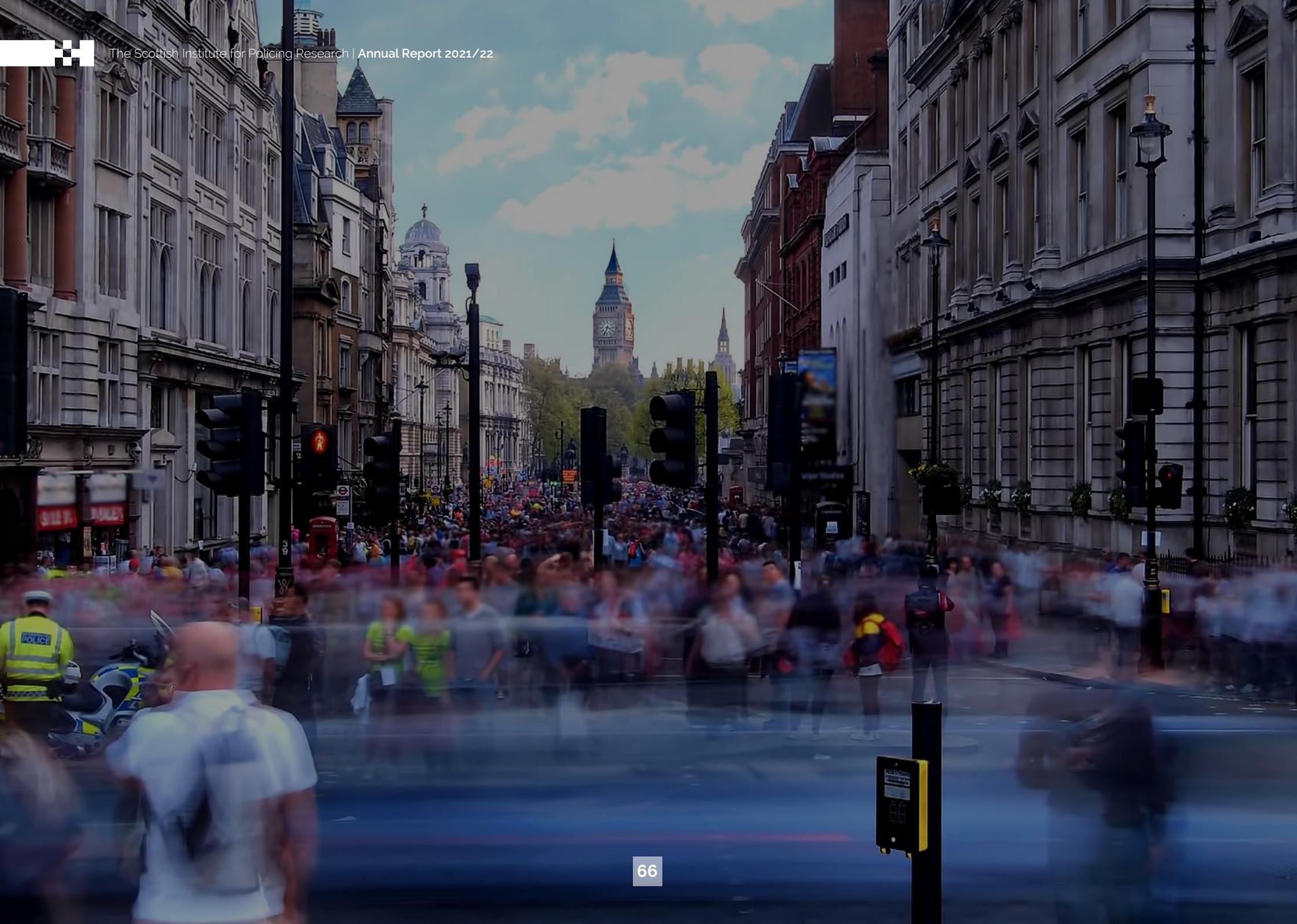
The research questions the appropriateness and effectiveness of the methods and techniques present in the field of jewellery design for the purpose of forensic science, drawing upon a broad range of examples from both literature and practice.

SIPR have significantly helped to support this research. Dr MacLennan was invited to present at the 2013 SIPR Seminar on Missing Persons at the University of Dundee and offered a scholarship to attend the SIPR International Postgraduate Summer School for Policing (University of St Andrews, in partnership with George Mason University, 2016). Dr MacLennan is a member of the SIPR Postgraduate Policing Researchers Network, and she represented the Scottish policing community during a 2018 knowledge exchange trip at the Police University College of Finland.

The research has significantly impacted attitudes and practices across policing and forensic communities worldwide, facilitating collaboration and enhancing the shared understanding surrounding criminal use of jewellery, in addition to the evidential role of jewellery in investigations.

The research has contributed to changes in policy and guidance at an international level, including revisions to INTERPOL's forms and protocol on the recording and description of personal effects following mass fatalities. It has also informed recommendations around the proper and ethical repatriation of property and assisted the work of NGOs like the Transnational Platform for Forensic Assistance. The research has also helped capacity building across policing and scientific communities worldwide through hands-on training, written guidance, and practical research tools/technologies.







strategic priority 3:

policing systems capability and resilience

This theme explores issues such as Workforce; Support for operational policing; Retention/recruitment; Business change/change management; Culture, diversity, and inclusion; Staff well-being; Leadership; Training, learning and education; Demand; and Data; and investigations

STRATEGIC PRIORITY 3 HIGHLIGHTS:

SIPR has launched a £50K research grant "*Developing Effective Policing Systems, Capability, and Resilience*"

SIPR has been invited to join the 3PO project (Protecting Public Facing Professionals and their dependents online) which is being led by Sheffield Hallam University in partnership with the Universities of Cambridge and Oxford and University College London, as well as with seven UK police forces and the Home Office (*read more at page 24*)

SIPR will continue to support projects funded under the 'Future of Policing' grant scheme including '*Trauma-aware policing in the custody suite: and in-depth case study*' Dr Karen Goodall (University of Edinburgh)

SIPR will continue to support match a funded PhD Studentship undertaken by Mahnoz Illias (supervised by Dr Evangelia Demou - University of Glasgow) on "*Understanding the health and wellbeing of female police officers and staff*"

Amanda Martindale (University of Edinburgh) established new evidence, which has been applied and had impact to change Scottish Police Authority Forensic Services' policy and influence the development of internal training programmes to enhance professional judgement among 120 crime scene examiners who make vital decisions at approximately 25,000 crime scenes across Scotland each year (*see page 72*).

Published evaluation of the Police Scotland and Local Government Collaborative Leadership Pilots by Brigid Russell and Kristy Docherty and Brigid Russell (*read more on page 69*)



Evaluation of the Police Scotland and Local Government Collaborative Leadership Pilots

Dr Kristy Docherty (*Edinburgh Futures Institute*) | **Brigid Russell** (*Brigid Russell Consulting*)

The collaborative leadership pilot is a joint pilot between Police Scotland, the Improvement Service, and Collective Leadership Scotland. It took place between March 2021 and January 2022, and the intention is to extend the approach further across public and third sector partners in Scotland.

The context for the programme is characterised by a pressing need to move beyond talking about working collaboratively across Scottish society to doing it more effectively in practice, as originally outlined in the Christie Commission report (2011). Further, there was recognition in a 2020 HMICS Report of the need to undertake leadership development jointly with key partners across the public sector.

The experiential ethos of the programme influenced our adoption of a qualitative evaluation methodology, specifically a narrative approach. This was intended to best capture the quality and impact of the experience and the relational learning of the programme.

Our evaluation found that the programme is



delivering its stated purpose to "inspire personal development and more effective local partnership and collaborative working." Our sense is that participants' learning and the associated positive impacts from participating in the programme, will continue to unfold over the coming months with benefits for individuals and the wider system.

Both the content and the facilitative approach of this programme inspired a learning community. It provided people with practical opportunities to learn from and with each other, to experiment with newly learned leadership practices in context, and to share reflections on their learning. Such a relational approach has enabled participants to develop effective collaborative relationships within the programme, through place-based action inquiry work, as well as within their respective organisational contexts.

It is in the action inquiry process that participants have been able to develop, transfer, and sustain

their learning in their own practice. We believe this is where the opportunity for change can be realised in terms of collaborative working, interconnectedness across the system, and a more collective approach to leadership.

The programme seeks a more relational, and collaborative way to work. This collides with a system that is still shaped by traditional governance structures, silo-based working, and prevailing hierarchical leadership cultures. The programme carefully supports participants in handling these tensions through both the theoretical and practice-based elements, and thereby creates the space for ideas, innovation and change.

The programme is underpinned by collective leadership and Leadership as Practice theories, which both help navigate the complexity of the shift away from individual leadership development and towards leadership that is co-created. Such an approach goes beyond the methods and content covered in formal 'training courses', and feels very different to traditional 'leader development' approaches.

In our view, this re-conceptualisation of leadership together with a relational focus is a critical step towards achieving effective collaboration across the public service system, and in turn better outcomes for our communities and citizens.

The full report for this research is available on the SIPR website [here](#).

Drunk discussions: the effect of alcohol and type of information on eyewitness recall

Julie Gawrylowicz (*Division of Psychology and Forensic Sciences, Abertay University*) | **Georgina Bartlett** | **Dan Frings** | **Ian P. Albery** (*Centre for Addictive Behaviours Research, Division of Psychology, London South Bank University*)

Witnesses may discuss what they have seen or heard after having experienced a crime (Skagerberg & Wright, 2008). Subsequently, some witnesses may then report information they have not experienced themselves but only heard about from their co-witness. This is called memory conformity (Gabbert et al., 2003). Co-witness information may have beneficial and harmful effects on memory accuracy depending on whether the information was correct or incorrect.

Alcohol intoxication is common among witnesses and victims (Monds et al., 2021) and intoxicated individuals have been found to be less likely to use 'don't know' responses to screen out incorrect responses to unanswerable questions. It is therefore imperative to study the combined effect of alcohol intoxication and co-witness discussion on memory recall. The literature suggests that lower doses of alcohol may reduce the recollection of details without negatively affecting recall accuracy or one's susceptibility to misinformation.

This is the first field study to examine the tendency of sober and intoxicated mock-witnesses to incorporate misleading and correct PEI from a sober co-witness. The present study asked 67 pubgoers at varying levels of intoxication to recall a mock crime video after having also viewed a witness reading a prepared statement containing correct and erroneous details. Participants then answered questions about the crime.

In line with previous field studies, our findings showed that increased alcohol intoxication was associated with poorer completeness of participants' memory accounts and that, as intoxication increased, so did 'I don't know' responses in the cued recall. Elevated levels of intoxication were also associated with lower accuracy rates. Contrasting earlier fieldwork findings on suggestibility, no association was found between intoxication level and the incorporation of misinformation.

Exposure to false post-event information (PEI) can lead to the inclusion of incorrect information, yet exposure to correct PEI increased recall accuracy. Therefore, whilst discussion and intoxication can negatively impact eyewitness memory, discussion may also have benefits for both sober and intoxicated witnesses. Given that it is impossible in the real-world to control whether witnesses are exposed to correct or false information during co-witness discussions, our findings suggest that co-witness discussion should be prohibited, regardless of intoxication level.

Sixteen percent of participants reported incorrect PEI in their free recall as compared to 33% in the cued recall. This supports current investigative interviewing guidelines (Crown Prosecution Service, 2011), which advise that witnesses, regardless of intoxication, should be questioned using free recall approaches designed to reduce the likelihood of externally introduced false information decreasing testimony accuracy.



Eyewitness Confidence

Author: **Pia Pennekamp** (Queen Margaret University) Supervision: **Dr. Jamal K. Mansour** (Queen Margaret University)

Eyewitnesses are often asked to identify the culprit from a lineup. In addition to making a decision, an eyewitness may indicate how confident they are in that decision. Jurors and judges rely on eyewitnesses' confidence to determine if they are reliable. However, the way eyewitness confidence is collected, interpreted, and presented varies in practice and across jurisdictions.

This project first tested the effect of order on eyewitnesses' accuracy when obtaining both verbal (e.g., very sure) and numeric (e.g., 90%) confidence statements. Results suggest eyewitnesses should provide only one confidence statement. Given that verbal confidence statements are commonly used in practice and generally preferred, this result encouraged us to improve the ability of the criminal justice system to ensure that others interpret verbal expressions of eyewitness confidence in the way the eyewitness intended.

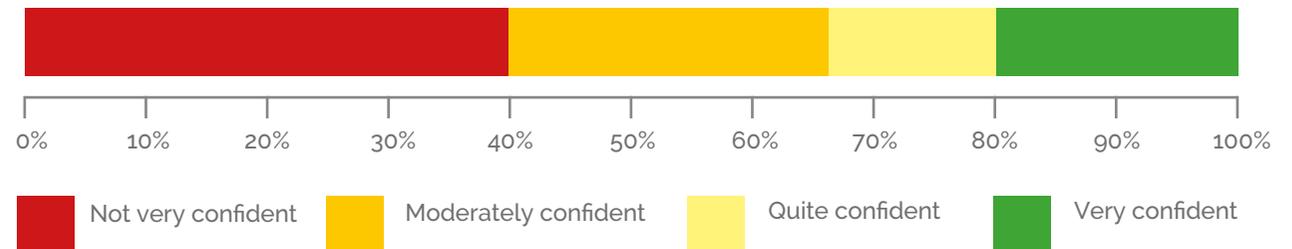
To do so, we developed a lexicon (i.e., translation tool) comprising four phrases. We began the validation process for the lexicon by testing



its replicability. We were able to replicate the rank order of the phrases in our lexicon and the synonymy of four phrase pairs. The research provides further evidence for synonymy between verbal confidence statements. Our findings suggest that interpretations of phrases are consistent across people for low (not very confident) and high confidence (very confident; confident), and for some

phrases representing medium confidence (such as quite confident; moderately confident).

Ultimately, the legal system should seek to eliminate confounding factors, such as the potential for systematic misinterpretation of eyewitness confidence. A translation tool, such as our lexicon, could provide alternative approaches to minimize misinterpretation of eyewitness confidence statements. Our data shows that the development of such a lexicon is possible. Importantly, our lexicon provides a standardized documentation tool for the recording of initial confidence statements. Right now, there is no systematic data documenting how confident eyewitnesses were in their initial identification in wrongfully convicted cases (other than retrospective accounts given at trial). Recording an initial confidence statement is a first step to documenting the statement judges and jurors should rely upon. Using standardized methods to obtain eyewitness confidence statements may prevent misinterpretation of eyewitness confidence.



Enhancing professional judgement and decision making expertise in crime scene examination

Dr Amanda Martine | Professor Dave Collins (University of Edinburgh).

Research in sport and performance psychology has established new evidence, which has been applied and had impact to change Scottish Police Authority Forensic Services' policy and influence the development of internal training programmes to enhance professional judgement among 120 crime scene examiners who make vital decisions at approximately 25,000 crime scenes across Scotland each year.

In 2013 the Scottish Police Authority Forensic Services (SPA FS) approached Martindale and Collins to identify the cognitive demands on professional judgement and decision making (PJDM) in crime scene examiners for the first time. Funded by a University of Edinburgh College Knowledge Exchange grant and the Scottish Institute for Policing Research, the research used Cognitive Task Analysis methods to access the knowledge and PJDM of 6 of Scotland's most senior scene examiners. The methods, which helped to identify the cues and strategies needed to effectively perform forensic recovery, included retrospective recall and simulations of crime scenes. The researchers used these data to develop a scenario-based training tool for crime scene examination response to major incidents and licensed it to SPA FS. The 2017-published study illuminated how experienced professionals make judgements and decisions at crime scenes (Martindale, Collins & Morton, 2017).

Encouraged by the insight offered by the PJDM research on previously hard-to-reach "covert" thought processes, Scottish Police Authority Forensic Services approached Martindale and Collins to expand on their previous work in further, collaborative research that "made thinking visible" by capturing the knowledge and PJDM of highly experienced crime scene examiners (Martindale, Collins & Morton, 2017). Funded by an ESRC Impact Acceleration Account grant, this project mapped the cognitive demands of a further 6 of Scotland's most senior scene examiners and, together with SPA FS, considered how these findings could be used to accelerate PJDM expertise in the workforce.

This research, which generated an expert knowledge base of over 60% of the Scene Examination Supervisors in Scotland, provided SPA FS with a unique opportunity to invest in their people and incorporate PJDM into multiple facets of the organisation. This research has not only raised understanding of the cognitive demands in crime scene examination, but has led to cultural and policy changes, particularly around the training of scene examiners in Scotland.



Importantly, the increased level of preparedness of 120 crime scene examiners, who attend approximately 25,000 incidents each year, has contributed to the wider Criminal Justice System and to the Public of Scotland. Specifically, the research led to changes in three critical areas:

1. It developed a scenario-based training tool for major incidents which allowed the SPA FS to identify differences in PJDM application and staff proficiency in different geographic regions of Scotland, and focus training needs in these areas.
2. It enabled SPA FS to harmonise its approach to major incidents, strengthening and standardising its contribution to police investigations.
3. It influenced the development of internal training courses. Since 2018, the SPA FS has delivered a PJDM course for Level 1 Scene Examiners. It also introduced PJDM and scenario-based training to its 2019-20 Level 2 course on serious and major crime.

In April 2019, SPA FS revised its pay and reward staff evaluation process to include an assessment of PJDM activities. In the same month, SPA FS' Head of Scene Examination wrote: *"we have been able to harmonise our initial approach to complex and major incidents which has strengthened and simplified team-working dynamics, and improved effective deployment of resources from different areas [and] has standardised our contribution to the Police investigation, [as] evidenced by positive feedback from our Criminal Justice partners."*



Improving police practice in the investigation and search for missing people

Dr Penny Woolnough (*Abertay University*)

We were delighted to present the inaugural SIPR Impact award to Dr Penny Woolnough for her Police in the UK receive approximately 300,000 reports of missing children and adults per year. While most are found alive, some have fatal outcomes from accidental death, suicide, abduction and homicide.

The immense challenge of responding to every reported missing person consumes approximately 13% of all police time, and costs quickly escalate to thousands/millions of pounds for cases involving specialist officers and equipment. More widely, an average of 12 people are affected by every incident - for families especially, this is a period of ambiguity and intense pain. Consequently, resourcing the demands of and maximising the chances of safely locating missing children and adults is one of the biggest challenges facing the police service. SIPR Associate Director, Dr Woolnough has undertaken ground-breaking research across three studies to develop and implement the first normative behavioural profiling guidance for police-led missing person investigations along with accompanying training/materials and bespoke data-informed case support for complex/suspicious cases. Conducting the first, large scale content analysis of police-recorded missing person cases in the UK, Woolnough and colleagues identified an age-graded / developmentally informed basis for missing children's behaviour whereby age is a critical discriminating factor in determining: whether a child is intentionally missing, how far they travel, the nature of the place(s) they visit and the timescales in which they will be located. Essentially, as age increases, distances travelled and timescales to locate increase. In a similar manner, for missing adults the central importance of mental health diagnosis / cognitive function (i.e., dementia) has been identified as a predictor for outcome characteristics.

A second study extended this work to specific analysis of suicides in recognition of the challenges associated with preventing and responding to suicide, and the fact that missing persons at risk of suicide are a high-risk group. Content analysis of suicides/undetermined deaths enabled the identification of predictive variables (e.g., suicide attempts, previous missing episodes) to 'predict' outcome characteristics (e.g., likelihood of suicide; distance travelled, where they will be located, and timescales in which they will be traced/found). Collectively, the results of these two studies formed the basis for the first normative behavioural profiling guidance for police-led missing children and adult cases, including suicide-specific profiles and a suicide profiling checklist. Working with colleagues at Liverpool University, an analysis of case-closure interviews completed by the police with located individuals allowed the proposition of a typological approach for investigations. A significant association was found between: age, occupational status, whether the adult had any mental health issues, the risk level assigned to the missing person; and their dominant behavioural theme (escape, dysfunctional; unintentional).

The findings are the first step in the development of a standardised checklist for a missing person investigation and have been incorporated into key training materials for investigators. New work to build on and advance this work includes the SIPR funded PhD on development of a Structured Professional Judgement Tool for missing person risk assessment which commenced with Police Scotland in February 2021. Throughout this work SIPR has been a key partner in facilitating knowledge exchange via travel including a Knowledge Exchange visit to Swedish Polisen (May 2019); and events including a Knowledge Exchange meeting with Police Scotland, Ottawa Police Service and Swedish Polisen (October 2019).

postgraduate community



Larissa Engelmann
(Edinburgh Napier University) Postgraduate Coordinator



Simon-Lewis Menzies
(University of Dundee) Postgraduate Coordinator

SIPR POSTGRADUATE SYMPOSIUM 2022

Whilst the Pandemic has significantly halted many of our PGR students' projects and development. Through several online and in-person events over the past year we have started to re-invigorate the community and gotten to know several new students who have joined us over the past year, such as Susan Rinaldi, Callum Thomas, Ari Drury, Neil Leslie and Andy Wilson. It is great to see our community grow and have these amazing postgraduate researchers join our group. This was illustrated by the fantastic presentations and posters from some of these new SIPR PGR students during the SIPR Postgraduate Symposium in May 2022. An absolutely fantastic celebration of being able to see each other in person and sharing our research with established academics and other PGRs.

However, it was not just the postgraduate symposium that gave us an opportunity to come together. We had our first in-person event since COVID in October 2021, where a panel of amazing early career academics helped us understand the different career options available to us and what we should be working on now to get there. This was followed by a Christmas social in December 2021 and a Quiz night in February 2022, before we prepared for the SIPR postgraduate symposium with a fantastic poster making workshop facilitated by two fantastic trainers from University of Aberdeen. Feedback from both those who attended the workshop as well as the facilitators was incredibly positive, and we will endeavour to run workshops like it to help the PG community continue to develop their skills in presentation and public engagement. The SIPR postgraduate symposium was also a huge success, with posters and presentations from every topic from detecting deception in police investigations to drug markets in Scotland

to eye-witness testimony and confidence. We had prizes for both the best presentation and best poster. Neil Leslie, PhD student at Abertay University, presented a poster on local policing, collaboration, and engagement with the public was the winner by the popular vote by a huge margin. Callum Thomson, PhD Student with the School of Health, and Social Care at Edinburgh Napier University, jointly funded by Queen Margaret University, and based in the SCLEPH, blew the panel away with his presentation on multi-agency information sharing and technology in Scotland, winning the best presentation prize! The postgraduate symposium will always provide the postgraduate community with the opportunity to showcase themselves and their work not only to their peers but also to distinguished experts in the fields of policing and policing research.



Alongside these events we continued to strengthen our community through our MS Teams channel sharing opportunities and events and connecting PGR students with the resources they need to succeed during their PhD. Indeed, some of our students have completed their PhD over the past year, such as Estelle Clayton, who has secured a fantastic position with the new INTERACT Police project with Professor Liz Aston. Larissa Engelmann has also recently passed her Viva and started her role with the ESRC Vulnerability and Policing Futures Research Centre.

We are looking forward to building on the successes of the past year and continuing to grow the amazing policing PGR community in Scotland. SIPR plays a central role in connecting policing PGR students across Scotland and we are keen to ensure that they have the resources and skills they need to succeed. Therefore, over the next year we plan to have more of the same events, but bigger, better, and in-person! We are looking into hosting a careers event with partners and organisations looking to recruit the next generation of researchers and research assistants. We will revive the SIPR journal club – giving us all the opportunity to present articles to each other in a friendly environment, having regular socials including quizzes, and of course, the next SIPR Postgraduate Symposium in which we hope the PG Community and the PG Co-Ordinators will continue to have a leading role in delivering the event!



A THANK YOU FROM LARISSA:

Speaking from my own experience, being part of and supporting the SIPR PGR community has been invaluable in my journey as a PhD student. Whilst the number of PhD students in Scotland looking at policing is growing; they continue to be spread across the country. Having this community to rely on, ask questions and grow with, really helped me with my research, my personal and professional development and with the networks I was able to build in the field of policing and beyond. I know that the skills I have developed and the connections I have made through SIPR have helped me to get to where I am today, working on a fantastic project at the University of Leeds under Professor Adam Crawford, whilst continuing my work in Scotland and with SIPR. I would like to take the opportunity to thank SIPR for their support throughout this

journey. In particular, Monica Craig, who has been an amazing colleague and friend to work with, and Professor Liz Aston, who continues to be a mentor and role model for me in the way she develops her own career whilst always being there for others and looking at ways to advance their careers. Thank you also to Simon, my partner in crime over the last two years, it has been a pleasure to grow the SIPR PGR community to what it is today with you. Lastly, a massive thanks to all the SIPR postgraduate research students I was lucky enough to meet and befriend. If I have learned one thing during my PhD, if you want to make it in academia, you need a support network and you need friends. You were that for me.

A MESSAGE FROM SIMON-LEWIS

Being a part of SIPR continues to be a massive delight for me and has really highlighted the importance of having and networking with postgraduate friends – we support each other and that is vital. In my time as a postgraduate co-ordinator, there has been one person that has consistently amazed me with her drive, determination, and dedication to enhancing the student experience at SIPR – Larissa. For as long as I have known Larissa, she has been a tireless champion of her fellow students, a great and true friend, and a never-ending source of support, humour, and encouragement. Being SIPR student co-ordinators gave us both the chance to reconnect after both studying together on the MSc Applied Criminology and Forensic Psychology course at Edinburgh Napier University. Larissa has given her heart and soul to helping SIPR grow since its inception and it was a great pleasure to work with her as the first SIPR postgraduate co-ordinators and I know I speak for all of us when I say we wish her every success in her new career, every congratulation for passing her viva, and we will miss her deeply! It's not goodbye, but until next time!

POSTGRADUATE HIGHLIGHT: SYMPOSIUM 2022

Unlike many conferences and symposia, the SIPR Postgraduate Symposium offers a completely free and friendly environment for postgraduate students working in any policing-related area to showcase both themselves and their research. Following delays due to the COVID-19 pandemic, this year was our first opportunity to restart this vital event. Now in its 6th year of operation since in 2015, the SIPR Postgraduate Symposium continues to draw ever-increasing student submissions and audiences from across Scotland and the wider UK. This gives our postgraduate community at SIPR unrivalled access to some of the pioneering researchers in policing, as well as potential employers for those coming to the end of their studies.

This year there were no less than 17 students presenting their work not only to fellow students but also to a distinguished panel of experts in policing and policing research. This year's panel consisted of Professor Catherine Filstad, Kristiania University, Professor Denise Martin, Abertay University, Professor Inga Heyman, Edinburgh Napier University, James Crane, Academic Research Coordinator for Police Scotland, and Superintendent Suzanne Smith of Police Scotland.

This highly distinguished panel had the unenviable task of judging the oral presentations. The difficulty in awarding the winning prize of Best Presentation was shown in the length of time the judges were discussing the submissions. In the end, there could be only one winner and that was Callum Thompson. In only his first year of his PhD at Edinburgh Napier University, Queen Margaret University and based in SCLEPH, blew the judges away with his enthusiasm for his research topic of multi-agency information sharing and technology in Scotland.

Another vital aspect of the Symposium is the poster competition. Unlike the oral presentations, the winner of the poster competition is decided by popular vote. The sheer number of votes cast in this competition is a testament to the quality of the poster submissions. Neil Leslie, a first-year PhD student at Abertay University, was the standout winner, presenting his work on local policing, collaboration, and engagement with the public.

Both winners received a prestigious trophy as well as £75 in vouchers kindly donated from Palgrave MacMillan publishers.



An Analysis of the Communication of Scientific Evidence and the Impact on Case Progression Decision Making in Sexual and Non-Sexual Violent Crime in Scotland Since 2009

Simon-Lewis Menzies (*Leverhulme Research Centre for Forensic Science, University of Dundee*)

Simon-Lewis is one of the inaugural Volunteer Postgraduate Student Co-Ordinators for the Scottish Institute for Policing Research. He is a third year PhD student at the Leverhulme Researcher Centre for Forensic Science at the University of Dundee. His research is looking at the communication of scientific evidence and how this impacts case progression and prosecutorial decision-making in cases of sexual and non-sexual violent crime in Scotland since 2009.

His hope is that this work will help address the gap in the examination of prosecutorial case decision-making in Scotland highlighting the need to tackle the 'justice-silo' issue, as well as contextualise the corroboration requirement in Scots Law.

He is a passionate advocate of sharing research and diversifying the postgraduate community at SIPR to include all those that may not be doing direct policing research that may be doing work that will have implications for policing policy and practice. Something he is also passionate about at LRCFS believing that social science has a place in the forensic science remit!

PROJECT DETAILS

His PhD work consists of three phases, the first being concerned with gathering the thoughts and experiences of those working within the criminal justice system in Scotland. Often when we examine criminal justice systems, the perspectives, and experiences of the third sector can sometimes be overlooked. This phase of my work sought to determine the impact of the communication of scientific evidence on the decision-making process by both Police Investigators and COPFS adding to the growing focus on the communication of scientific evidence in academic research. This was achieved by undertaking a series of semi-structured interviews with court advocacy workers of the National Advocacy Project from Rape Crisis Scotland. The key results of this phase were that though both COPFS and Police Scotland are national bodies, the experiences of court advocacy workers can vary significantly across Scotland. The majority of the participants felt that they had a positive working partnership with both agencies, though some felt they were only communicated with at the most minimal level. All felt that they had negative experiences of the corroboration requirement as well as feeling that the current investigatory and prosecutorial processes were in urgent need of improvement. It was also noteworthy that all participants believed that there was an element of rape myth acceptance that may have influenced the interpretation of scientific evidence and this in turn may have impacted case progression decision making by both agencies. While yielding insight in

the case progression process of sexual violent crime in Scotland, this phase also establishes the clear need for future research into scientific evidence communication and decision making in Scotland.

The second phase was a Citizen Science Decision-Making project in which members of the public were invited to take part, review the presentation of scientific evidence and then give their opinion on whether they would proceed to prosecute a case, acting as prosecutor in COPFS. The two outcome variables are the decision to prosecute and the confidence in that decision using a 7-point Likert scale. Case decision makers in COPFS are not scientifically trained and as such, can be compared with members of the public. Participants reviewed two DNA reports that were identical in every respect save one – the reporting of the conclusions of the report. One used a categorical indicator and the other used a probability statement. Both these variables and the report template itself were developed from the Forensic Science Regulator Code of Practice for the Development of Evaluative Opinions. The preliminary results here are that employment sector, education level, gender do not appear to have any significance on either the decision to prosecute or the confidence in the decision.

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7-point Likert scale. Case decision makers in COPFS are not scientifically trained and as such, can be compared with members of the public. Participants reviewed two DNA reports that were identical in every respect save one – the reporting of the conclusions of the report. One used a categorical indicator and the other used a probability statement. Both these variables and the report template itself were developed from the Forensic Science Regulator Code of Practice for the Development of Evaluative Opinions. The preliminary results here are that employment sector, education level, gender do not appear to have any significance on either the decision to prosecute or the confidence in the decision. However, preliminary results also indicate that those that have previously served as a juror, are significantly more confident in their decision to prosecute or not and are significantly more likely to prosecute based on a probability ratio than a categorical statement than those that had not served as a juror in the past."

The final phase will seek to combine the previous two in a new citizen science project examining how potential jurors attribute values of trust, legitimacy, and weight to different evidence types in cases of sexual and non-sexual violent crime in Scotland.

Though this work has diverged from the intended policing intensive research, there are clear implications for police investigations and evidence interpretation due to findings relating to the communication of scientific evidence and case decision making by lay people and non-scientists.

