

# **LAW ENFORCEMENT REFERENCE MANUAL**

## **THE UNITED KINGDOM OF GREAT BRITAIN AND NORTHERN IRELAND (UK)**

**Neil Clowes,  
Harjinder Dhesi  
Francis McCann  
&  
Richard Worth**

*Home Office  
Police Standards Unit*



# **Structure and Purpose of the Police (Section 1)**

## **Organisation Responsible for Policing (Objective 2)**

### **Police Structure**

Each of the forty-three police forces in England and Wales and the eight forces in Scotland has evolved to meet local needs. Structures will therefore vary between forces.

Each force will generally have a force **Headquarters**, which will include the chief constable or commissioner's office and central services and units with a force-wide remit. Most police forces will cover a large area of one or more counties or a large urban conurbation and include several thousand constables and support staff. Much of the work of headquarters will involve specialist functions.

As well as the headquarters, each force will have two or more Basic Command Units (BCUs). In the Metropolitan Police area, BCUs are known as 'boroughs', in other police areas they are known as 'sectors' or 'divisions'. These are smaller areas covering a town or district commanded by a Superintendent and consisting of several hundred officers and support staff. Most of the officers will be involved in patrolling and other non-specialist roles.

Most forces will have between three and seven BCUs depending on the size of the force and the area covered. At one end of the scale, the Metropolitan Police Service has thirty-two-BCUs, each covering a London Borough. At the other end, the City of London Police has only two BCUs. Each BCU will generally be divided into a number of districts based around one or more police stations. Limited areas such as an airport or other area needing a strong police presence may form a BCU (for example Sussex Police's BCU at Gatwick Airport).

Specialist units or squads within a force headquarters will normally include the following:

- A central control room for dealing with emergency calls
- Criminal Investigation Department (CID) responsible for criminal investigations and detectives. This might include;
  - Collation of intelligence;
  - Major crime investigations
  - Drugs Squad
  - Fraud Squad
  - Other units dealing with particular types of crime, such as robbery, obscene publications, sex offenders, and paedophilia;
  - Special Branch (responsible for dealing with espionage and counter-terrorism)
  - Crime recording and statistics;
  - Fingerprints and photographic records;
  - Crime reduction, including partnership schemes and crime prevention advice;
  - Child protection (generally working in partnership with health, education and social services);

- Road traffic policing (including the escorting of abnormal loads and issuing parking tickets):
- An operational support section including:
  - Public Order support/ dealing with riots and other major disorder, including the deployment of 'less-lethal' weapons;
  - Contingency planning/ preparing for major emergencies;
  - Air support/ helicopters
  - Mounted police (horses)
  - Dogs;
  - Firearms (armed police support)
  - Marine and underwater search unit;
- Administrative services including:
  - Administration of justice (preparation of cases and evidence for the CPS);
  - Firearms and explosives licensing (civilian ownership of firearms and explosives)
  - Liquor licensing (advising the local magistrates courts on licensing of bars, public houses, night-clubs and other places where alcoholic liquor is served);
- Support services and administration including:
  - Training
  - Personnel and training, welfare and equal opportunities, health and safety;
  - Professional standards and complaints against the police;
  - Recruitment and deployment of special constables;
  - Computers and information technology, including communications/ force radio network;
  - Finance and corporate planning, including Best Value (reviews of value for money in police spending);
  - Legal services (including civil law issues such as business contracts)
  - Estate management;
  - Press office, media and public relations;
  - Force museum

Specialist units or squads within a BCU will normally include the following:

- An operations team
- Support services, including personnel and staff welfare and finance and administration
- CID (often with officers dealing with specific types of crime)
- Officers dealing with community liaison and crime and disorder reduction partnerships;

Many forces will have their own patterns of specialised units. For example, the City of London police are responsible for policing the 'Square Mile' of London, which includes the major financial district, and so has a large specialist unit dealing with fraud and other financial crime. Kent County Constabulary deal with the policing of the Channel Tunnel and have a unit based at Coquelles in France. The Metropolitan Police Service (MPS) has a range of specialist units, such as the Royal and Diplomatic Protection Squad (providing security for public figures), the 'Flying Squad' (dealing with armed robbery and kindred offences) and Operation 'Trident' (dealing with drug-related shootings within London's black community).

The Home Office is presently reviewing how some headquarters roles and functions might be delegated to BCUs to improve efficiency.

## **Territorial structure**

Policing in the UK flows from a tradition of local police forces accountable to the communities they serve and an overall structure accountable to Parliament. Policing in the UK has evolved for over two centuries rather than being the product of a single change in the law.

Our police structures also recognise the differences of the constituent parts of the UK: England and Wales, Scotland and Northern Ireland. Separate sections are therefore included on each country, setting out relevant structures and statistics.

*Explanatory notes:*

- a) *A full list of all the organisations mentioned in this chapter, including contact details, is attached as an annex to this chapter. Most organisations will have their own web site for further information. Those organisations without a specific e-mail address will generally be contactable through their web-site.*
- b) *English is the common language of all police services in the United Kingdom. However, the English and Welsh languages have legal parity in Wales and the four Welsh police forces (Dyfed-Powys, Gwent, North Wales and South Wales) use both English and Welsh (Cyrmu) in official documents.*
- c) *Policing in most areas of London is carried out by the Metropolitan Police Service (MPS) based at New Scotland Yard. The City of London Police is responsible for policing the old City of London (the 'square mile').*
- d) *The term 'constabulary' was used in olden times to describe a rural police force while urban police forces were referred to simply as 'police'. In practice the two terms are inter-changeable.*
- e) *The Isle of Man and the Channel Islands of Jersey and Guernsey are self-governing and have their own legal systems and police services. Contact details are listed in the appendix.*
- f) *For reasons of space this chapter does not seek to cover British involvement in EU-wide policing issues.*

## Common structures and concepts

### *The office of 'Constable'*

Every member of a police force is attested as a constable on appointment. The form of the attestation was changed by the Police Reform Act of this year, and the new form is:

“ I.....of.....do solemnly and sincerely declare and affirm that I will well and truly serve the Queen in the office of constable, with fairness, integrity, diligence and impartiality, upholding fundamental human rights and according equal respect to all people; and that I will, to the best of my power, cause the peace to be kept and preserved and prevent all offences against people and property; and that while I continue to hold the said office I will, to the best of my skill and knowledge, discharge all the duties thereof faithfully according to law.”

The form of the attestation witnesses that the police in the United Kingdom hold office under the Crown. This is of significance for the question of who controls the police. A point made to a questioner in a recent number (23 August 2002) of 'Police' -a publication circulated through all police forces- highlights this. A police officer is not an employee of the government. Local authorities have police responsibilities but the police are not their employees. In fact police officers are not employees at all and are not under contract- an independent status valued by the Police Federation, representing the various ranks of police officers.

### *Chief Officers, Police Authorities and central Government: The Tripartite Structure*

It is a long-standing tradition in British policing that law enforcement should not be subject to direct control for political purposes. However, the police service must be accountable to the communities that they serve and to the country as a whole. The governance of the police service is therefore organised as follows:

Each police force is headed by a chief officer of police. In most forces they are the chief constable. In the Metropolitan Police Service and the City of London Police they are the commissioner. The chief officer is responsible for the day-to-day running of the force and for operational matters. The final decision on how to deploy officers and investigate alleged offences rests with the chief officer;

Police authorities are independent bodies made up of local people. They each have three types of member - local councillors, magistrates and independent. It is the police authority's job to make sure there is an efficient and effective local police force and to hold the chief officer and force to account for how well they deliver local policing services;

The Home Office is responsible for central oversight of the police service, including part of the funding for forces, proposing changes to the laws governing policing, and the provision of central services such as training and scientific support. The Home Secretary is accountable to Parliament and therefore to the country as a whole for policing matters;

Police authorities are independent bodies, responsible for the oversight of local policing. Their consultations with local people, which they are statutorily required to perform, provide an important, transparent link between the police and the public they serve.

As well as holding the chief constable to account for delivering an effective and efficient police force for their area, they must:

- \* consult the local community about the policing of their area and their priorities;
- \* produce a three-year strategy setting out the medium term direction of policing;
- \* publish an annual local policing and Best Value performance plan setting out the policing priorities for the year ahead, performance targets, and the allocation of resources to meet those priorities;
- \* monitor the performance of the force in delivering the policing plan;
- \* report back to the community on performance during the previous year; and
- \* appoint and dismiss the Chief Constable and deal with certain disciplinary and complaint matters.

Police Authorities in England and Wales are mainly funded through the police funding formula. The formula allocates funding to enable forces to provide a standard level of service. A smaller proportion of funding for police authorities additionally comes from redistributed business rates and a precept on the locally collected council tax.

## **What are the duties of the police? (Missions / Goals)**

The statement of common purpose and values of the police service in England and Wales, which sets out both their duties and their approach to these, is as follows:

The purpose of the Police Service is to uphold the law fairly and firmly: to prevent crime; to pursue and bring to justice those who break the law; to keep the Queen's peace; to protect, help and reassure the community; and to be seen to do all this with integrity, common sense and sound judgement.

We must be compassionate, courteous and patient, acting without fear or favour or prejudice to the rights of others. We need to be professional, calm and restrained in the face of violence and apply only that force which is necessary to accomplish our lawful duty.

We must strive to reduce the fears of the public and so far as we can, to reflect their priorities in the action we take. We must respond to well founded criticism with a willingness to change.

### *Police Duties (Scotland)*

The Police (Scotland) Act 1967 (as subsequently amended) lays down the general functions and jurisdiction of police constables, but as society changes, so does the emphasis in police work alter to reflect current needs and attitudes. The main functions of the service can still be summarised in the words of the Report of the 1962 Royal Commission:

to maintain law and order and protect persons and property; to prevent crime;  
to detect criminals and, in the course of interrogating suspected persons, play a part in the early stages of the judicial process, acting under judicial restraint;  
to control road traffic and advise local authorities on traffic questions;  
to carry out certain duties on behalf of Government departments – for example, to conduct enquiries on applicants for British nationality;  
by long tradition, to befriend anyone who needs their help, and to cope with any minor or major emergency which may arise.

In carrying out their work, police constables work as members of a disciplined force under the direction of the chief constable, although each is expected to act on his or her own initiative and is alone accountable at law for the exercise of his authority. They do much of their work alone and without supervision and they must make decisions based on a sound knowledge of the law. Constables are therefore unique in the nature and degree of responsibility they are required to exercise.

## **Police Rank**

The police are a disciplined service and organised with a rank structure as follows from the ordinary constable to the chief constable in command of a whole force:

- Chief Constable
- Deputy Chief Constable
- Assistant Chief Constable
- Chief Superintendent
- Superintendent
- Chief Inspector
- Inspector
- Sergeant
- Constable

The prefix "detective" is given to officers who have been assigned to investigative work after completing the appropriate selection and training. Detective ranks parallel uniformed ranks and range from Detective Constable to Detective Chief Superintendent.

## **The Metropolitan Police Service (Met or MPS)'s Rank structure**

The rank structure of Metropolitan Police officers is as follows in order to reflect the larger units of police involved in policing the capital:

- Commissioner
- Deputy Commissioner
- Assistant Commissioner
- Deputy Assistant Commissioner
- Commander
- Chief Superintendent
- Superintendent
- Chief Inspector
- Inspector
- Sergeant
- Constable

### *Special Constables*



Special constables are suitably trained volunteers who exercise full constabulary powers within their force and surrounding force areas under the supervision of, and supported by, regular officers. Their principle role consists of local, intelligence-based patrols and crime reduction initiatives, targeted at specific local crime problems. Specials give up a few hours a week, typically evenings or at weekends at times when it is hardest to deploy regulars. Special constables are not paid but do receive allowances and expenses.

As of March 2003 there are 11,037 special constables in England and Wales

## **The Role and Responsibilities (Objective 3)**

### **ENGLAND AND WALES:**

The Home Office, Attorney General's Office and Department for Constitutional Affairs are the three main government departments with responsibility for the criminal justice system (CJS), providing the policy framework, objectives and targets, funding development and support functions.

While many of the various agencies and departments which constitute the CJS do have written aims, unlike many other countries there is no criminal or penal "code" that sets out the principles on which the justice system operates.

Population of England and Wales was 52, 943 million taken as of year 2000

### Policing in England and Wales

There were 133, 336 police officers in England and Wales as of 31 March 2004. There are 43 English and Welsh police forces. The geographical areas they cover usually follow the divisions of the English counties or Welsh local authority areas. Each police force is run by a local police authority, which is financed partly by grants from central government and partly from the local council tax. Police authorities have the power to set their own element of the council tax. The only exception to this is in London, where the City of London police is run by the City of London Corporation. The Metropolitan Police used to be run by the Home Secretary alone, but since April 2000 is accountable to a new police authority.

A full list of forces in England and Wales is set out below:

- Avon & Somerset Constabulary
- Bedfordshire Police
- Cambridgeshire Constabulary
- Cheshire Constabulary
- Devon & Cornwall Constabulary
- Dorset Police
- Durham Constabulary
- City of London Police
- Cleveland Police
- Cumbria Constabulary
- Derbyshire Constabulary
- Dyfed-Powys Police
- Essex Police
- Gloucestershire Constabulary

- Greater Manchester Police
- Hampshire Constabulary
- Hertfordshire Constabulary
- Humberside Police
- Kent County Constabulary
- Merseyside Police
- Norfolk Constabulary
- Northamptonshire Police
- Northumbria Police
- South Yorkshire Police
- Staffordshire Police
- Suffolk Constabulary
- Surrey Police
- Sussex Police
- Thames Valley Police
- Gwent Police
- Lancashire Constabulary
- Leicestershire Constabulary
- Lincolnshire Police
- Metropolitan Police Service
- North Wales Police
- North Yorkshire Police
- Nottinghamshire Police
- South Wales Police
- Warwickshire Constabulary
- West Mercia Constabulary
- West Midlands Police
- West Yorkshire Police
- Wiltshire Constabulary

The size of police forces depends on the area to be policed. The Metropolitan Police Service, covering most of Greater London, has 26,223 officers. The City of London Police, covering the 'square mile' of the old medieval city of London, have 764 officers. Greater Manchester Police (a large urban force) such as has 7,217 officers, while Warwickshire Constabulary (a smaller rural force) such as has 969 officers.

In addition, police forces include some 58,900 civilian staff.

### **Other (non-Home Department) Police forces**

Apart from those police forces dealt with by the Home Office and who with a substantial geographical area or territory, there are several police forces whose duties are either specialised or very local. Any of these date back to the nineteenth century before the establishment of police forces in most cities and counties.

- The British Transport Police, who are responsible for policing on the railway and London tube (underground railway) systems;
- The Royal Parks Constabulary, who patrol some of London's major parks;
- Ministry of Defence Police, provides policing and contributes to the physical protection of property and personnel of the MOD (military sites, naval dockyards, ordnance factories etc);
- The Royal Navy Regulating Branch provide policing services for ships, stations and personnel of the Royal Navy;
- The Royal Marines Police. Its role is to support the Royal Marines in its operations in peace and war, providing law enforcement and crime prevention.
- The Royal Military Police is responsible for policing services for the Army at home and overseas in peace and war.

- The Royal Air Force Police is responsible for all criminal and security matters in the RAF;
- The U.K. Atomic Energy Authority Constabulary is responsible for policing UKAEA and British Nuclear Fuels plc and URENCO establishments in the UK, including the security of nuclear power stations and the protection of nuclear materials in transit;
- There are several Port, Tunnel, Airport and similar Police forces are responsible for policing particular local areas such as ports and harbours. *(Since they are too numerous to mention please refer to the appendix for a complete list of forces).*
- The Cambridge University Constables are responsible for student disciplinary matters in the university
- The Royal Botanic Gardens Constabulary polices the gardens at Kew and Wakenhurst Place and prevents theft or destruction of plants.

### *The Home Office*

The Home Office is the Government department responsible for the forty-three local police forces in England and Wales and for related policing bodies such as Centrex and Her Majesty's Inspectorate of Constabulary. The responsible Government Minister is the Home Secretary. The Home Office is also responsible for the Prison Service, the Probation Service, Passports, Immigration and Nationality, criminal law reform, mentally-disordered offenders, crime reduction and drugs misuse, coroner's inquests, elections, Royal and ceremonial issues, and community relations.

The Home Office's Research, Development and Statistics (RDS) publishes a range of statistics, research findings and other material relating to policing.

### *The Department for Constitutional Affairs*

The Department for Constitutional Affairs (formerly the Lord Chancellor's Department) is responsible for the management of the courts, the appointment of judges and other administration of justice in England and Wales. The responsible minister is the Lord Chancellor. The departments' essential function is to promote the fair, efficient and effective administration of justice in England and Wales. There are four main components:

- appointing or advising on the appointment of judges;
- the administration of the court system and a number of tribunals;
- the provision of legal aid and legal services; and
- the promotion of reform and revision of English civil law.

The Department employs about 12,000 civil servants, of whom more than 10,000 work in the Court Service at courts and tribunals throughout England and Wales.

All the higher courts and the county courts in England and Wales are directly administered by the Department through the Court Service Agency which provide their staff and also buildings and equipment. Although the Lord Chancellor is accountable to

Parliament for the operation of Magistrates courts, they are locally administered and the service does not fall within his direct jurisdiction.

### **The Courts system**

The criminal courts in England and Wales have two main components: Magistrates Courts and the Crown Court. Magistrate Courts generally deal with less serious crimes and other legal matters such as liquor licensing. Magistrate Courts consist either of a single professional Stipendiary Magistrate, or three volunteer lay magistrates (*Justices of the Peace*) assisted by a Court Clerk with legal training. Magistrates are limited in the length of imprisonment or the size of fine they may impose on conviction.

The Crown Court deals with more serious offences. It consists of a single professional judge and a jury. The Crown Court is not limited in the size of fines or length of sentence it may impose, up to life imprisonment for very serious offences. The death penalty was abolished in Great Britain for murder in the 1960s and for High Treason and Piracy by the Crime and Disorder Act 1998.

Appeals against the decisions of a Magistrates court go to the Crown Court. Appeals against the decisions of the Crown Court go the Court of Appeal. The Court of Appeal may refer cases raising important points of law to the House of Lords for a final decision within the UK. Appeals against the decisions of the UK courts can also be referred to the European Court of Human Rights.

### **Crown Prosecution Service**

The Crown Prosecution Service (CPS) is responsible for prosecuting people in England and Wales charged by the police with a criminal offence. The head of the CPS is the Director of Public Prosecutions (DPP). The responsible Government Minister is the Attorney General. The role of the CPS is as follows:

- to advise the police on possible prosecutions,
- to review prosecutions started by the police to ensure the right defendants prosecuted on the right charges are before the appropriate court.
- prepare cases for court,
- prosecute cases at magistrates courts and instruct counsel to prosecute cases in the Crown Court and higher courts.
- work with others to improve the effectiveness and efficiency of the criminal justice system.
- Provide guidance to prosecutors and police on application of the Code for Crown Prosecutors: the Code advises prosecutors on when there may be sufficient evidence and when it may be in the public interest to bring a prosecution.

The Crown Prosecution Service has headquarters in London and York and operates under a structure of 42 areas in England and Wales. These areas correspond to the 43 police forces in England and Wales with London Area covering the operational boundaries of both City of London Metropolitan Police Forces. The 42 Area structure introduced in April 1999 meets the Government's aim of developing a co-ordinated criminal justice system with national policies delivered locally.

The Crown Prosecution Service is completely independent of the police although they work closely with them at all times.

### *Prisons in England and Wales*

In England and Wales, most prisons are run by the Prison Service, which is a division of the Home Office. A few prisons are managed by private companies under government contract. The Home Secretary has overall responsibility for the work of the Prison Service, while a Prisons Board is responsible for prison policy and general management. There are roughly 130 prisons in England and Wales, ranging from high-security establishments to open prisons for prisoners who are considered less of a risk to society.

Each prison is visited from time to time by inspectors from HM Inspectorate of Prisons, but each prison also has a Board of Visitors - a group of lay people selected by the Home Secretary to act as a watchdog. Young offenders are sent to Young Offenders' Institutions (YOIs). Women are housed in separate prisons.

### *The role of the Probation Service*

The probation service's main job is to supervise offenders who get community sentences and offenders who have been released from prison on licence.. Since April 2001, probation in England and Wales has been run by the National Probation Service with the National Probation Directorate at its head and 42 Probation Areas. Each Area has a Probation Board which serves as the local employer of probation staff. (The National Offender Management Service will in due course be an umbrella body that integrates the work of probation with other services).

HM Inspectorate of Probation gives advice to ministers and the Home Office about how the services can do their job better. It also monitors the work of private and voluntary sector agencies who work in partnership with the probation service.

The main duties, aims of the probation services are to:

- protect the public by managing the risk offenders pose, and attempting to reduce it
- provide information on offenders to the courts to inform sentencing decisions
- liaise with victims of crime (or relatives) in serious, violent, or sexually violent cases
- participate in sentence management for scheduled prisoners
- supervise offenders in the community in order to ensure they are properly punished, that they are made aware of the impact of their offence on victims and, where possible, rehabilitated
- help communities to prevent crime
- run probation approved premises and bail hostels
- 

### *The British Crime Survey (BCS)*

It has long been accepted that not every crime committed is reported to the police. Some victims may feel that an incident is too trivial, too embarrassing, or not worthwhile reporting. Some sectors of the community may have less confidence in the authorities and be unwilling to deal with the police. Changes in the way the police record crime may also change the 'official' crime figures without any real change to crime.

The British Crime Survey is a regular survey by trained interviewers of a substantial cross-section of the population to record their experiences of crime. It is organised by the Home Office, but interviewers are independent and the responses are anonymous. Participants also record their own involvement in crime, which helps to measure offences such as drug-taking. The result is a more accurate set of figures for crime against which to compare recorded crimes.

On the one hand, figures over the past twenty years suggest persistent under-reporting of many offences such as minor violence or damage to property. On the other hand, the BCS suggests that actual experience of crime has generally fallen over the past decade, even in periods where 'official' rates of recorded crime are rising.

## **NORTHERN IRELAND:**

### *Policing*

The Police Service of Northern Ireland (PSNI) is responsible for the policing of Northern Ireland. It is the successor to the Royal Ulster Constabulary (RUC) from November 2001.

The actual strength of the Northern Ireland Police Service as at 31<sup>st</sup> March 2004 stands at 8,996 regular officers.

The population of Northern Ireland is 1,696,641 taken as of year 2002 (mid-year estimate).

The Police Service of Northern Ireland is accountable to a Policing Board including representatives of the main political parties and independent members appointed by the Secretary of State. A Police Ombudsman is responsible for investigating complaints against the police service.

In Northern Ireland the classification systems used for both offences recorded by the police and court proceedings are broadly similar to those in use in England and Wales.

### *Criminal Justice*

The courts system in Northern Ireland is similar to that of England and Wales. Prosecutions in Northern Ireland are carried out by the Director of Public Prosecutions (DPP) and a staff of prosecuting solicitors.

In Northern Ireland the probation service is funded exclusively from central government via the Northern Ireland Office. It is run by an independent Probation Board, which is accountable to the current Security Minister for Northern Ireland.

From 2000, the Northern Ireland Office created a multi-agency task force to deal with organised crime in Northern Ireland. This includes members of the PSNI, HM Customs & Excise and the National Criminal Intelligence Service (NCIS) and other government agencies.

### *Prisons in Northern Ireland*

Prisons in Northern Ireland are run by the Northern Ireland Prison Service, which is an executive Agency of the Northern Ireland Office. Headed by a Director General, the Service is the ultimate responsibility of the Secretary of State. The Prison Service has two adult prisons, one young offenders' centre and a prison service college.

Each prison is subject to scrutiny by an independent Board of Visitors - a group of lay people appointed by the Secretary of State to whom they report annually. HM Inspector of Prisons has a standing invitation to inspect prison establishments and report to Ministers.

## **SCOTLAND**

### *Criminal Justice*

Scotland has a different legal system to England and Wales, with Sheriff's Courts rather than Magistrates Courts and the High Court of Judiciary rather than the Crown Court. Policing in Scotland is a matter delegated to the Scottish Parliament in Edinburgh. The eight Scottish police forces are accountable both to the Scottish Parliament through the Justice Department of the Scottish Executive, and to local Police Boards (similar to police authorities in England and Wales). The Justice Department also deals with the courts and prison system in Scotland, as well as other domestic issues such as civil law, elections and fire and emergency planning.

Public prosecutions in Scotland are carried out by officials known as Procurators Fiscal who work for the Crown Office, similar to the CPS in England and Wales. The responsible Government Minister is the Lord Advocate.

In Scotland there is no probation service as such. Instead, criminal justice teams in local authority social work departments carry out the functions of the probation services in England and Wales, and in much the same way

## *Policing*

There are eight police forces in Scotland.

- Central Scotland Police
- Dumfries & Galloway Constabulary
- Fife Constabulary
- Grampian Police
- Lothian & Borders Police
- Northern Constabulary
- Strathclyde Police
- Tayside Police

Northern Constabulary covers the largest area i.e. Highland and the Western Isles, Orkney and Shetland Islands. Strathclyde Police covers the largest population including the city of Glasgow. Following the reorganisation of local government of Scotland in 1996, they retained their existing boundaries but are grouped together differently to serve the 32 new councils, which were set up.

sentence prisoners and alleged miscarriages of justice - are wholly devolved matters, so ultimate responsibility lies with the Scottish Parliament.

The total strength of the police service in Scotland was 15,225 in August 2002. Scotland's population is approximately 5 million as of year 2002.

Several non-Home Department police services also operate in Scotland, including the British Transport Police, MOD Police, UKAAA Constabulary, and the four police services for the armed forces.

## *Prisons in Scotland*

The Scottish Prisons Service (SPS) is headed by a chief executive who reports to the Scottish Executive, and ultimately to the Scottish Parliament. There are 19 Scottish prisons and a Young Offenders' Institution, plus a National Induction Centre, which prepares new prisoners for long sentences. Of these, one establishment - Cornton Vale - holds a majority of female prisoners. Four centres handle young male offenders. The SPS and the treatment of offenders - including parole, the release of life



## Personnel and Crime Related Figure (Section 2)

### Crime and Related Statistics (Objective 1)

#### SUMMARY TABLE: KEY STATISTICS FOR UK POLICING

Set out below is a short summary of key statistics for UK policing. As well as total crime figures for homicide (as an indicator of serious crime) and domestic burglary (as an indicator of common or 'volume' property crime) are also included.

These are the most recent figures available, from 2002/4 where available.

	England and Wales	Scotland
Population (millions)	52. 943	5.115
Police numbers	133,366	15,22
Police officers per 1000 head	2.5	3.0
Total recorded crime	5,934,580	427,00
Per 100,000 head	11, 309	8714
Total homicide	7 853	106
Per 100,000 head	1.62	2.10
Total domestic burglary	402,333	24,828
Per 1000 head	7.6	490.0

Figures amended by Police Service of Northern Ireland , total recorded crime per 100, 000 head, total homicide and total domestic burglary all relate to 2003/04 financial year.

Please note that burglaries are counted on a household basis and are usually reported by the Home Office Research Development and Statistics department as per 10,000 households, rather than by per 1,000 or 100, 000 population. **Recorded Crime in England and Wales 2003/04**

These are some of the recent key statistics on crime in England and Wales.

- It is likely that there has been some continuing impact from the National Crime Recording Standard on the number of recorded crimes in 2003/4, as a result of audits to further

improve recording. The % changes are set against the last financial year 2002/03

- 5, 934,580 offences were recorded in the 12 months to March 2004, an increase of 1 per cent on the previous 12 months.
- Violent crime included some 1,109,017 offences in 2003/4 a rise of 12%.
- Domestic burglary fell by 8%:
- Thefts of and from vehicles fell by 9%
- 23% of all recorded crime, including 47% of total violent crime, was detected in the twelve months to March 2004

### **Recorded Crime in Northern Ireland 2003/04**

The level of recorded crime in Northern Ireland has risen in many years. The most substantial increase occurred in 1998/99 when changes to the Home office Counting Rules meant that many more minor offences are now being recorded. The increase between 2000/01 and 2001/02 was in part due to the introduction of a new electronic crime recording system. From April 2002, crimes are recorded according to the National Crime Recording Standard. Although recorded crime is increasing, the crime victimisation level in Northern Ireland is low in comparison with many other countries. The 2000 International Crime Victimization survey (ICVS) revealed that, of the seventeen countries participating, Northern Ireland had the lowest proportion of respondents who had been victims of a range of crime types.

- A total of 127, 953 offences were recorded during 2003/4. This represents a decrease of 10%

compared with the previous year's figure of 142, 496.

- The main property crimes (burglary, theft and criminal damage) accounted for 66% of all crimes recorded. Comparing 2002/3 and 2003/4, such crime fell by 13% ( from 97, 141 to 84, 482 )
- A further 26% were violent crimes (offences against the person, sexual offences and robbery). Over this period, the number of violent crimes rose by 314 to 32, 735. Offences against the person rose from 28, 455 to 28, 982, sexual offences rose by 21% to 1, 780 whilst robbery offences fell by 21% to 1, 973.

### **Recorded Crime in Scotland 2002**

- The number of crimes recorded by the police increased slightly between 2001 and 2002, following decreases in the last two years. In 2002, the Scottish police recorded 427,000 *crimes*, an increase of 1 per cent on the 2001 figure. The number of *non sexual crimes of violence* recorded by the police increased by 9 percent between 2001 and 2002, to total 16, 500. The number of crimes in the *indecent* group increased by 9 percent to number 6, 600 in 2002.
- The number of *crimes of dishonesty* decreased for the third consecutive year (by 2per cent) to stand at 235,700 cases in 2002. The number of crimes decreased in virtually all categories of crimes of dishonesty: however recorded cases of theft from a motor vehicle by opening a lockfast place increased for the first time since this category was separately identified in 1992 and now stands at 32, 100

- Recorded cases of *vandalism* (including fire-raising and malicious mischief) , increased by 1 percent to total 95,500 in 2002. Within the *other crimes* group, crimes of “ handling an offensive weapon” increased by 12 per cent to 9, 700. Recorded drugs crimes increased by 12 per cent to 40,400 in 2002. Within the drugs group, recorded cases of supply, and possession with intent to supply ,decreased slightly from 10,200 in 2001 to 10,100 in 2002, and recorded cases of possession increased by 16 percent from 25,600 in 2001 to 29,800 in 2002

### **INTERNATIONAL COMPARISONS OF RECORDED CRIME 2001**

Information published in the Home Office Statistical Bulletin, “ International Comparisons of Criminal Justice Statistics 2001”, shows that, for the period 1997/2001

- Total recorded crime rose by 4% on average in the EU Member States but fell by 2% in England & Wales
- The homicide rate in England & Wales was slightly above the EU average.
- Violent crimes rose by 22% on average in the EU and rose by 26% in England & Wales
- Domestic burglaries fell by 10% on average in the EU and fell by 26% in England & Wales
- Thefts of motor vehicles fell by 7% on average in the EU and fell by 30% in England & Wales

## **Organisations involved in specialist policing issues (Objective 8 & 9)**

### **Introduction to Specialist sections**

#### **MAIN POLICING ORGANISATIONS**

This chapter deals with the main organisations involved in policing issues other than the individual police forces themselves.

#### **Specialist sections**

#### **The Home Office Police Standards Unit (PSU)**

The role of the Home Office itself is discussed in chapter 2. The Police Standards Unit (PSU) was set up by the Home Secretary in July 2001 to improve police performance in England and Wales. It forms a crucial part of the police reform agenda. PSU's objectives include the monitoring and measurement of force and Basic Command Unit (BCU) performance, providing targeted assistance and support to those forces (and BCU's) where performance improvements are required, and the promulgation and dissemination of good practice. PSU works in collaboration with the police service, police authorities and other partners. Key areas of current work include continuing to work with target forces, developing an alcohol and violent crime strategy, working on community engagement through the Policing Priority Areas (PPAs) local neighbourhoods where the police have met with multiple difficulties in reducing crime, and developing a policing performance assessment framework (PPAF)

#### **Her Majesty's Inspectorate of Constabulary (HMIC)**

Her Majesty's Inspectorate of Constabulary is an independent inspectorate set up over a century ago to inspect the police forces in England and Wales and to report on their efficiency and effectiveness. It also inspects the Police Service of Northern Ireland; and, by invitation, the forces in Jersey, Guernsey and the Isle of Man; and other non- Home Office forces such as the British Transport Police. Her Majesty's Chief Inspector of Constabulary is the Home Secretary's principal professional police adviser. HMIC also provides advice to the Home Secretary on senior appointments within the police

Inspectors are responsible for the formal inspection of the 44 police forces in England, Wales and Northern Ireland; their Basic Command Units (see Chapter 12 ) and the service's Best Value Reviews and inspection programmes. . One aim is to identify areas where forces need to improve their performance and how that improvement can be brought about. In addition HMIC also carries out thematic inspections on specific areas of policing (for example community relations and police use of forensic science); and is responsible for inspecting police training.

HMIC's inspection programme has long been based on a formal risk assessment of the performance of forces. A new, continuous assessment inspection methodology, Baseline Assessment, reflecting the content of the policing performance assessment framework, is being applied from Spring 2004. . Ultimately, HMIC's aim is to maximise police performance

and to facilitate the implementation of the police reform programme.

All HMIC inspection reports are published and available on HMIC's website.

Her Majesty's Inspectorate of Constabulary in Scotland carries out a similar function for Scottish police forces.

## **United Kingdom Central Authority (UKCA)**

The UKCA is the central point in the UK for handling requests for extra-territorial assistance in criminal investigations and prosecutions from prosecuting authorities both here and abroad. UKCA works closely with the Police, the Crown Prosecution Service, HM Customs & Excise, the Serious Fraud Office, NCIS, Interpol and other judicial bodies to arrange mutual legal assistance between the UK and other countries. It is based in the Judicial Co-operation Unit within the Home Office.

UKCA's responsibilities include ensuring that requests for legal assistance conform with the requirements of law in the UK and the UK's international obligations; ensuring that execution of requests is not inappropriate on public policy grounds; deciding how requests might most appropriately be executed; and maintaining confidentiality of requests where necessary. UKCA also ensure that assistance is provided within an appropriate timescale and that evidence is passed to the requesting authorities as required.

Under new legislation (the Crime (International Co-operation) Act 2003), the Crown Office in Scotland, the Northern Ireland Office and HM

Revenue and Customs will be Central Authorities for mutual legal assistance in their own right, and requests can be sent directly to and from these organisations. For all other requests UKCA will remain the central authority.

## **National Criminal Intelligence Service (NCIS)**

### *NCIS as an organisation*

NCIS provides actionable intelligence to law enforcement agencies at home and abroad in order to combat and prevent serious and organised crime that impacts on the UK. It is the gateway for UK law enforcement enquiries overseas via Interpol, Europol and the overseas liaison officers networks. It is also the coordinating authority on behalf of police forces in the UK for the tasking of the Security Service, in accordance with the Security Service Act 1996.

The headquarters of NCIS are in London. They house strategic and tactical units which provide assessments and expert advice on serious and organised crime to HM Government and law enforcement agencies. The National Central Bureau of Interpol and the UK National Unit of Europol are also at NCIS HQ.

Nationwide, NCIS has six other offices - in Birmingham, Bristol, Glasgow, London, Manchester and Wakefield, and a satellite office in Belfast. These provide the interface with the operational and intelligence units of other law enforcement agencies. Their emphasis is on intelligence gathering and

development. Their tactical intelligence supports operational agencies in taking action against major criminals and their organisations at national and international levels. The intelligence they gather contributes to the intelligence assessments and problem profiles which NCIS produces for policy makers and operational partners.

- **Strategic overviews of organised crime**

NCIS's top-level overview is contained in the annual UK Threat Assessment of Serious and Organised Crime. This outlines the current dynamic of organised crime and forecasts trends and is one of the ways in which national priorities for enforcement and prevention are set. NCIS then provides regional threat assessments of crime and criminality, used by our law enforcement partners in regional tasking and coordination. For identified strategic priorities, NCIS produces problem profiles - detailed analyses of particular criminal activities. These complement NCIS's timely and accurate baseline assessments of organised criminal activity in each specialist area, such as drugs or immigration crime, which focus tactical activity and improve the quality of strategic assessments.

- **Operational intelligence on the 'top few' criminals**

NCIS and its partners aim to ensure that no criminal organisation is beyond reach. Investigation into the highest level of criminality often requires elaborate intelligence collection to which resources must be committed long-term. NCIS is equipped to service the needs of law enforcement at this level of criminality and maintains Level 3 target profiles and intelligence collection plans against the most serious criminals and their organisations.

- **Specialist services and intelligence coordination**

NCIS coordinates much of the UK's higher level criminal intelligence activity. It provides specialist services for investigators such as target flagging and interception of criminals' communications, and liaison with foreign law enforcement. NCIS gives expert advice and intelligence on a range of criminal activity, including economic crime, heroin, cocaine, synthetic drugs, illegal immigration, vehicle crime, West African organised crime, counterfeits, football hooliganism, kidnap and extortion, and wildlife crime. NCIS maintains the national intelligence collection on serious and organised criminals

- **Knowledge products**

NCIS has sought to develop its reputation as the 'custodian of the knowledge' about intelligence best practice. It has produced the National Intelligence Model, a business framework that helps senior law enforcement managers to use accurate intelligence to deploy resources more efficiently. It provides the picture that drives effective strategy about crime and criminals.

The National Intelligence Model has been adopted by the Association of Chief Police Officers, the Association of Chief Police Officers (Scotland), HM Immigration Service and the National Crime Squad. It has excited interest among other agencies and in foreign police forces.

### **National Crime Squad (NCS)**

The National Crime Squad targets criminal organisations committing serious and organised crime which transcends national and international boundaries, typically drug trafficking,

immigration crime, illegal arms trafficking, money laundering, counterfeit currency, kidnap and extortion. While NCIS gathers intelligence on these issues, NCS deals with the investigation of such crimes- it is an operational agency and is staffed by seconded and directly recruited police officers.

On 1 April 1998 the National Crime Squad was established through the amalgamation of the six Regional Crime Squads. The amalgamation of these six units into a single organisation facilitated direction and control, and made it easier to effectively deploy resources to combat national and international serious and organised crime. NCS has operational responsibility for England and Wales which is split into three geographical areas ( Northern, Eastern and Western) each under an Assistant Chief Constable. NCS works closely with NCIS and other agencies including the investigation arm of HM Revenue and Customs.

In addition, a National High Tech Crime Unit was set up in the National Crime Squad in 2001. The Unit is staffed by IT specialists and law enforcement officers and undertakes the most technically complex investigations, as well as providing technical support to local force investigations and acting as a centre of excellence in developing new techniques, material and good practice with local forces.

### **The Security Service (MI5)**

The Security Service is the UK's security intelligence agency. Its purpose is to protect national security from threats such as terrorism, espionage and the proliferation of weapons of mass destruction, to safeguard the economic well-being of the UK against foreign threats, and to support the law

enforcement agencies in preventing and detecting serious crime.

### **Serious Fraud Office (SFO)**

The Serious Fraud Office is an independent government department under the Attorney General and is responsible for investigating and prosecuting serious and complex fraud, with the object of deterring fraud and maintaining confidence in the probity of business and financial services in the United Kingdom. Its staff includes lawyers and financial and computer forensic experts. Police officers are attached to SFO investigations.

### **Central Police Training and Development Authority ( )**

Central Police Training and Development Authority ( CPTDA) is the national police training and development authority for policing in England and Wales, and its role both in training and in other policing functions is discussed in greater detail in chapter 12.

### **The National Centre for Policing Excellence**

The concept of the National Centre for Policing Excellence (NCPE) was introduced in the government white paper “ Policing a New Century: A Blueprint for Reform, with its mandate being outlined in the Police Reform Act 2002. The NCPE was established in April 2003.

As a centre of excellence, the NCPE's purpose is to increase the professional capacity of the police in all aspects of operational policing by promoting evidence-based practices that have been professionally validated. The work programme of the NCPE will reflect the requirements of the National Policing Plan and is overseen by the NCPE

Working Group. This group, currently chaired by the Vice President of ACPO, is composed of members from the Home Office, APA, HMIC, NCPE and ACPO. One of its roles is to consider and prioritise the work programme and commissioning requests.

The NCPE, as an entity, has four principal arms of delivery

- The development, writing, promotion and maintenance of evidence-based Codes and Regulations, guidance and practitioner advice through the Doctrine Centre.
- The provision of operational support across a broad range of policing activities and tasks, including major incidents and investigations.
- Design and delivery of specialist training in the form of the National Specialist Law Enforcement Centre.
- The national implementation of high risk doctrine ensuring standardisation of practice by police forces.

The Doctrine Centre is by far the newest element in policing circles, and is supported by four cornerstones based on existing institutions, providing expertise and support to the service in the work areas of:

- Crime
- Intelligence and Covert
- Operations and Response
- Reassurance

The concept of doctrine is well rooted in the thinking of the Police Service, but the term is subject to misunderstanding and different interpretations. The NCPE defines the term simply as “ what is taught” which is the product of careful

analysis and consideration of the operational knowledge and practice within the policing profession.

The strength of doctrine lies where high volume good practice impacts upon performance; where the resources of different police forces have to be bridged in times of emergency; and where there are requirements to share information or operate across boundaries.

Doctrine also provides the blueprint for training programmes and for the police support services, information technologists and system designers, personnel and finance managers, all can do their jobs more effectively and efficiently if common standards and processes are laid down for the Service.

Doctrine has a number of characteristics:

- written in clear and simple language, informative but without ambiguity and subjectivity
- prescriptive and with a clear mandate
- sets out approaches to be taken within a context but allows for professionals to vary the decision if immediate circumstances change the context
- should not generally be departed from but if departed from should be for defined accountable and audited reasons
- sets out courses of action for practitioners, based on a distillation of knowledge
- evidence-based, quality -assured and with an audit trail
- provides an outline and the content of what is to be taught
- facilitates a common and consistent approach
- written with consistent terminology
- framed to re-use component parts



Doctrine as produced by the NCPE fall into four categories:

- Regulations
- Codes of Practice
- Guidance
- Practice Advice

Under the Police Reform Act 2002 the Home Secretary is allowed to make regulations that require all police forces in England and Wales to adopt certain practices or procedures, provided certain criteria are met. The criteria for specifying practices or procedures under regulations are that:

- It is necessary to specify a practice or procedure to facilitate two or more forces carrying out joint or co-ordinated operations
- It is necessary to ensure that the practice or procedure is adopted
- It is in the national interest that the procedures or practice is adopted.

By their nature, regulations will be concerned with general issues rather than particular cases. Non-compliance with a regulation would be unlawful.

Section Two of the Police Reform Act sets out the threshold criteria for a Code of Practice issued by the Home Secretary, namely:

- The Home Secretary considers a Code is needed in order to promote the efficiency and effectiveness of the police forces in England and Wales
- A Code of Practice issued by the Home Secretary will relate to the discharge of their functions by Chief Officers.

A Code of Practice issued under Section Two is statutory. A Chief Officer is required to “have regard” for the Code. That means that non-compliance would not necessarily be unlawful but would give rise to questions. A Chief Officer would need to justify departure from the Code by reference to local conditions and circumstances, assessed by his/her professional discretion.

Guidance remains non-statutory, being formally recognised, signed off by ACPO and with Home Office concurrence. Forces will be inspected for compliance by HMIC.

Unlike Codes or Regulations, guidance can review individual examples of good practice and can collate evidence where new developments are being tested and practice is being developed. Decisions by Chief Officers and others should be informed by the guidance but are not bound by it.

Practice advice is the current best advice on operational practice as developed by the NCPE under the direction of the relevant ACPO business lead. Not all good practice needs to be mandated: some areas of practice advice in the fullness of time may be elevated to formal guidance.

There is a strict and clearly laid out consultation process to be complied within the preparation of Regulations and Codes of Practice. The NCPE follows a clear engagement and consultation process with stakeholders, including the Home Office, ACPO and the APA, in the production of doctrine.

From April 2004 an implementation team will form part of the Doctrine Centre. They will work very closely with ACPO in ensuring the implementation of doctrine. They will have a particular focus on matters considered to be high risk by the service.

A Code of Practice, “The Police Use of Firearms and Less than Lethal Weapons” has already been published. In the

coming year Codes of Practice will be developed to ensure the relevant details and court results are put onto the Police National Computer in an accurate and timely manner. This work will be influenced by some of the outcomes of the Bichard Inquiry. A Code of Practice is also under development in respect of the use of the National Intelligence Model. Guidance will be produced in the coming year that will include vulnerable and missing persons, combating cohesion and use of immigration powers against serious crime.

### **Forensic Science Service (FSS)**

The Forensic Science Service mission is to improve crime detection, the conviction of offenders, and exoneration of the innocent. This mission reflects the position of the FSS as provider of services impartially within the criminal justice system (CJS).. Its services are as available to the defence as the prosecution.

The Forensic Science Service (FSS) is an Executive Agency of the Home Office providing a service to the 43 police forces of England and Wales, the Crown Prosecution Service, HM Revenue and Customs and others who serve the administration of justice. The FSS also provides services to commercial businesses both in the UK and abroad. It promotes an impartial, balanced approach in the interpretation of scientific evidence and increasingly supplies intelligence information to help police investigations in addition to the traditional role of giving evidence in the courts.

The FSS pioneered the use of DNA profiling in forensic science and set up the world's first national criminal intelligence DNA Database - launched

in April 1995. The Database matches DNA samples from scenes of crime - for example from blood or semen - and matches them with individuals or other crime.

The FSS deals with around 140, 000 0 cases each year. Scientists give evidence in court around 2, 500 times and attend around 1, 750 crime scenes.

### **Police Information Technology Organisation (PITO)**

PITO, the Police Information Technology Organisation, provides information technology and communications systems and services to the police, and other criminal justice organisations within England, Wales and Scotland . PITO also has a role in the purchasing of goods and services for the police with the aim of providing best value through collective procurement. PITO is responsible for managing the Police National Computer (PNC) which includes records of known criminals and other national information resources

### **Independent Police Complaints Commission (IPCC)**

The IPCC is an independent body, set up by the government under the Police Reform Act 2002, to oversee the system of complaints against the police in England and Wales. The IPCC consists of 18 independent Commissioners who, by law, cannot have worked for a police force and is independent of the government and the police

The IPCC has the power to conduct investigations itself or to manage or supervise investigations carried out by the police. The IPCC's own investigators will conduct investigations into the most serious incidents such as death in police custody or the shooting of a member of the public by the police.

The IPCC also has a wider responsibility to monitor, and work to improve, the way that complaints are handled by local police forces. .

The public have the right of appeal to the IPCC if they feel they have not been given enough information about the investigation of their complaint, or if they are unhappy with the outcome of an investigation by the police.

The IPCC was launched on 1<sup>st</sup> April 2004, and replaces the Police Complaints Authority (PCA).

#### Criminal Records Bureau

The Criminal Records Bureau (CRB) is an Executive Agency of the Home Office. Through its service, called Disclosure, the CRB provides access to criminal record information to employers and licensing authorities in the public, private and voluntary sectors, helping them identify applicants who may be unsuitable for certain work, especially that involving contact with children or other vulnerable members of society

#### **Home Office Crime Reduction Centre**

The Crime Reduction Centre e (CRC), based at Easingwold, near York provides high quality learning , learning support, and information services in support of Home Office Aim 1 and the delivery plan for Public Service Agreement (PSA) Target 1: Reduce Crime and the Fear of Crime

When the centre was founded in 1963 its role was to train police officers to be specialist crime prevention officers and architectural liaison officers. Since 1998, the centre's

primary focus has moved steadily from policing to one aimed at partnership issues.

The centre now works in partnership with the Local Government Association to offer statutory Crime & Disorder Reduction Partnerships a range of short training courses that emphasise a practical, problem –solving approach. It provides open and distance learning materials to support the programme of courses, and to develop skills and expertise in the broader crime reduction community, including publication of the quarterly journal “Digest”

The Centre is a Community Justice National Training Organisation (CJNTO) endorsed training provider

..

The Centre is also the UK hub for practical knowledge, expertise and good practice information on crime reduction.. Partnerships and others working in crime reduction can tap into this information through the Crime Reduction website.

[www.crimereduction.gov.uk](http://www.crimereduction.gov.uk), which is managed and maintained by the Centre, or by

contacting the Centre's Enquiry Service on 01347 825058 or e mailing [crc@homeoffice.gsi.gov.uk](mailto:crc@homeoffice.gsi.gov.uk)

#### **Her Majesty's Revenue and Customs (HMR&C)**

UK Revenue and Customs is a Government department with responsibility for collecting a range of taxes and duties including Value Added Tax (VAT) and tobacco, alcohol and customs duties. s. HM Revenue and Customs also have a vital front-line role in protecting society from illegal imports and exports of socially unacceptable or sensitive materials such as drugs and firearms.

HM Coastguard, unlike similarly named organisations in other countries, is responsible for maritime safety and saving life at sea.

## **Immigration and Nationality Directorate**

The Immigration and Nationality Directorate (IND) is an arm of the Home Office covering all areas of immigration and nationality, from granting leave to remain, dealing with breaches of stay, staffing ports and policing frontier controls, to deportation.

## **The Serious Organised Crime Agency**

The Government White Paper "One Step Ahead": a 21<sup>st</sup> Century Strategy to Defeat Organised Crime" published in March 2004 set out a new strategy for tackling organised crime, including the creation of a new Serious Organised Crime Agency.

The agency will be accountable to the Home Secretary and will work closely with its partners, both domestic and international, to make the United Kingdom one of the most hostile environments for organised crime and

criminals anywhere in the developed world.

It will bring together:

- The National Criminal Intelligence Service
- The National Crime Squad
- Her Majesty's Customs and Excise investigative and intelligence work on serious drug trafficking and the recovery of related criminal assets; and
- The Immigration Service's work on organised immigration crime.

The Agency's remit will include:

- Class A drugs trafficking;
- Gun Crime
- Organised immigration crime
- Money Laundering
- Crime against business with an organised crime component
- Cyber hi-tech crime
- Intellectual property crime (counterfeiting)

A Programme Team has been set up and is working with constituent agencies and colleagues in other government departments to plan for and implement the new agency

The team's main tasks are:

- To identify the main implementation issues and put in place processes to deliver the new agency by April 2006
- To prepare for the introduction of the Serious Organised Crime and Police Bill at the earliest opportunity.

Home Office Regional Directors There are nine Home Office Regional Directors in England and a further Crime Reduction Director for Wales

who reports to the National Assembly for Wales

They monitor the performance of Crime and Disorder Reduction Partnerships (CDRP's) in their region, Community Safety Partnerships (CSP's) in Wales and ensure that the CDRP's receive the appropriate training, funding, support and guidance (see Chapter 9) required to meet their local crime reduction and misuse of drugs targets.

## **Scottish Policing Organisations**

### **Scottish Drug Enforcement Agency**

The Scottish Drug Enforcement Agency (SDEA) was formally established on 1<sup>st</sup> April 2001 with an overarching responsibility for preventing and detecting serious organised crime within Scotland. Forming a key component of the Scottish Executive's Drugs Action Plan, the agency works in partnership with the Scottish Police Service, The National Criminal Intelligence Service, HM Customs and Excise, and other enforcement agencies .

Within the agency, specialist work undertaken by the Scottish Money Laundering Unit , The Scottish Witness Liaison Unit, the National Hi-tech Crime Unit (Scotland) and the Scottish Police Technical Support Unit, is critical to the SDEA's response to serious organised crime. In recognition that enforcement should be complimented by efforts to reduce demand and reduce harm, the Agency also co-ordinates police drug prevention and education activities within Scotland through the National Drugs Co-ordinator and the Drug Strategy Unit

### **Scottish Criminal RecordsOffice**

As a member of the Common Police Service organisation in Scotland, the Scottish Criminal Record Office (SCRO) provides a vital support function to the Scottish police service. The core business of SCRO has seen rapid expansion in recent years. Not only is there a continued commitment in the provision and maintenance of the Criminal History System (CHS), including a link to the Police National Computer, but this has been extended to include the management and oversight

of the Scottish Intelligence database, Crime Stoppers Scotland and the Missing Kids Database, with continued provision of IT support for all centralised systems. SCRO plays a pivotal role in the co ordination and integration of the Scottish Criminal Information System (ISCJIS)

Since 2001 fingerprint identification and verification services in Scotland have been provided by the Scottish Fingerprint Service (SFS), through a four bureaux model managed from SCRO

Public safety has been further enhanced through the Disclosure Scotland service which provides employers and voluntary organisations with information enabling safer recruiting decisions to be made through the issue of Enhanced, Standard and Basic disclosures

SCRO is located at No 1 Pacific Quay, Glasgow, G51 1EA

### **Scottish Police Information Strategy**

The Scottish Police Information System Strategy (SPIS), located at Atlantic Quay in Glasgow is funded as a common police service and provides a blueprint for the future development of IS/IT for Scottish police forces. In the past, forces developed their own systems and they were often mutually incompatible. The IS/IT strategy will bring in standard applications, allowing improved efficiency and better communication between forces, and with other parts of the criminal justice system and allow the Scottish police service to deliver an improved value for money service to its communities.

### **Scottish Police College**

The Scottish Police College is the central training establishment for all eight Scottish police forces and the Scottish area of the British Transport Police. It is

maintained by the Scottish Ministers, as a common police service, under statutory authority and is funded jointly with police authorities. The College is considered to be a centre of excellence and attracts interest from police officers world-wide who recognise the quality of training provided.

## Police Reform (Section 6)

This section sets out the ongoing Government programme of reform begun in December 2001 with the White Paper “Policing a New Century” and taken forward to the next phase with the consultation paper “Policing: Building Safer Communities Together” published in November 2003. The vision behind the reform programme is to build a modernised, truly representative service which is more responsive and accountable to local communities- a service which delivers core national standards of policing to all communities but within a framework which enables police forces to be accountable to local priorities.

ce

### *Reform- the story so far.*

The reforms set in train with the White Paper “Policing a New Century” and the Police Reform Act 2002 were aimed primarily at improving police performance and have produced real results: crime continues to fall; there are more police than ever before; there is record investment in the police service; and a performance management culture is embedding itself in the police service. Measures include:

- The dissemination of regular information on the performance of all forces and a new Police Standards Unit to support improvements among under performing forces ;
- The introduction of powers to ensure the consistent application of good practice across the country and a National Centre for Policing Excellence.;
- Reducing bureaucracy through freeing up police officers with the help of civilian staff;

- The introduction of an annual National Policing Plan, which gives police an overall framework in which to operate;
- The introduction of Community Support Officers and the accreditation of street wardens; and
- The introduction of a new Independent Police Complaints Authority .

### Reform- The Next Phase

Improving police performance is still a key element of the reform programme. However, as well as ensuring that crime continues to fall there is a challenge to ensure that the ordinary law abiding citizen feels safer too. The consultation paper “Policing : Building Safer Communities Together” sets out the next phase of the programme-at the heart of this is a drive to increase community engagement and a belief in strong, empowered and active communities. The consultation paper posed a series of questions on how to deliver the government’s vision for police reform- the key elements covered were:

- Increasing community engagement and building a more visible, accessible and responsive police service.
- Clarifying and strengthening the current accountability for policing.
- Ensuring the service has the capability and capacity to deal with crime at all levels.
- Creating a modernised service which has the best possible people within the ranks to deliver the best performance, and which is truly representative of the communities it serves.

The main elements of reform include:

Increasing Community Engagement



## Neighbourhood Policing

The government is supporting a significant expansion of neighbourhood policing, providing funding to allow neighbourhood policing teams to be established in every force and to support the recruitment of 20,000 new Community Support Officers.

Neighbourhood policing entails locally focused policing; effective communication with the public; a shift towards a more proactive policing style which seeks to identify the causes of

## Public Information

As a first step to engagement the public needs better information about policing and community safety. The government is developing a minimum standard of information that should be provided to all households to help them better understand what is happening in their areas. This might include information such as the name and contact details of the local neighbourhood officer and police commander, details of what resources are at the local police's disposal and how they are being used, what local policing priorities are, information on police performance and crime trends.

## Active Communities

The government aims to create active networks of people and organisations who can contribute to tackling crime and disorder. Building on the success of Neighbourhood Watch and similar schemes is key to this. The government is taking forward work to clarify the support roles of the police, local authorities, the Home Office and others to Neighbourhood Watch. A website,

crime problems; greater responsiveness to citizen's concerns and needs: and greater help and facilitation in ensuring local people become part of the solution to local problems

Alongside this the government intends to free up at least 12,000 extra officers for front line duties by 2007/8 through further modernising the workforce, providing better IT, cutting bureaucracy, developing more flexible working practices and reducing sickness absence.

telephone helpline and a National Forum are also being established.

## Accountability

### Minimum Standards of Service

The government is seeking to develop minimum standards of service that the public can expect from their police. A broad national framework will be developed which can be built on at the local level. It will include particular standards such as better responses to non-emergency calls. The introduction of a three digit single non-emergency number is also being explored.

## Accountability

Effective accountability is a key issue in building community engagement in policing and the government is strengthening arrangements at the local neighbourhood level, district level and police force level.

At the neighbourhood level a new system is being developed building on good work by a variety of existing bodies such as neighbourhood panels,

forums and resident associations. Where existing bodies can demonstrate that they represent people in their area then they will be able to influence local community safety priorities and hold the police and other services to account for their responsiveness. The role that “community advocates” could play in this system is being explored- they could potentially help people to resolve problems with the police, monitor community concerns and the quality and accessibility of policing services.

Another issue being explored at the neighbourhood level is the development of a mechanism to ensure that where local communities have concerns about particular or persistent problems such as anti social behaviour then they have the ability to trigger immediate action by the police and other services with a responsibility for community safety.

At the district level proposals are being developed for stronger accountability mechanisms involving strengthened links with local government and with Crime and Disorder Reduction Partnerships playing a central role. Above this level the current police authority arrangements will be strengthened so that these bodies have a clearer enhanced role in terms of holding the chief constable to account; have greater democratic accountability themselves; and have clearer responsibilities in terms of ensuring the delivery of efficient and successful policing that meets the needs of their communities.

Operational Effectiveness

Cross border crime/force structure

There is currently a gap in tackling crime which goes across police force boundaries within England and Wales.

Work is being taken forward to assess the scale of the problem and identify potential solutions. In addition to greater collaborative working between forces one of the options being examined is whether the police service needs to be structured differently to meet today’s and tomorrow’s crime environment. Her Majesty’s Inspectorate of Constabulary has been commissioned to look into this issue and will report their findings in early 2005.

National Policing Improvement Agency

A commitment has been given to establish a National Policing Improvement Agency to drive through a culture of self-improvement within the service. This agency will also drive the rationalisation of existing relevant bodies; although it will work alongside the Police Standards Unit which will continue to develop its focus on driving up police performance to ensure consistently high standards of delivery to the public..

Workforce Modernisation

The process of workforce modernisation was begun with the White Paper in 2001 and progress has been made on improving pay and conditions, reducing sickness absence and ill health retirements, diversity and equal opportunities and on civilianisation (the use of police staff for specific posts to free up officer time for front line duties). Further work is being taken forward to build a more unified service which has the best possible skills mix at all levels.

The government is also committed to achieving a truly representative workforce and has set a national target of 7% for minority ethnic officers by 2009. There is still some way to go but progress is being made. In addition to this there is a challenge to root out racism within the service. A new selection process has been introduced which is designed to thoroughly test candidates attitudes to race and diversity. The use of members of local communities as assessors is also being examined.

Ensuring that the service has the best possible leadership and management at all levels is also critical. A range of development programmes and other initiatives to increase the leadership and management capacity within the service are being taken forward e.g. work to increase delegation to leaders at Basic Command Unit level, enhancing leadership below senior officer level, senior leadership development programmes and “getting the best leaders to take on the most demanding challenges”

- .

## **Organisational interaction** **(Section 3)**

### **Informal Interactions** **(Objective 4)**

This section deals with the links between organisations in the criminal justice system as well as the less formal aspects of police organisation.

### **The Association of Chief Police Officers (ACPO)**

The Association of Chief Police Officers (ACPO) exists to promote leadership excellence by the chief officers of the Police Service: to assist in setting the policing agenda by providing professional opinion on key issues identified to the Government, appropriate organisations and individuals and to be the corporate voice of the Service.

There are forty-four forces in England, Wales and Northern Ireland as well as national police agencies and certain other forces in the UK and Channel Islands. There are presently 252 members of ACPO who are police officers holding the rank of Chief Constable (head of the force), Deputy Chief Constable or Assistant Chief Constable, or their equivalents, and 68 who are senior police staff, i.e. senior civilians employed by forces

There are two main elements to the Association's business: developing policing policy within the service, and advising and influencing those external stakeholders who create or influence policing policy. A small amount of staff effort also goes into managing ACPO as a private company

ACPO's day to day work on policing policy issues is carried out through a national and regional network of Business Areas, each of which deals with a major area of policing.

Above them sits the ACPO Cabinet and the final authority for endorsing major, significant or controversial policies is Chief Constables' Council, the assembly of the chief constables of all the member forces.

ACPO has no authority to direct chief constables in the running of their forces. However, when a common approach is required for consistency and the effectiveness of the Service, ACPO formulates policing policy guidance which it recommends to individual chief constables for adoption and implementation in their forces as appropriate.

The Association of Chief Police Officers in Scotland's (ACPO(S)) performs a similar role for the police in Scotland.

### **The Police Superintendents' Association of England and Wales (PSAEW) the Police Federation, and the Chief Police Officers Staff Association (CPOSA)**

The Police Superintendents' Association of England and Wales is responsible for providing professional representation for officers of Superintendent and Chief Superintendent rank. The Federation performs a similar role for constable, sergeant, and Inspector and chief inspector ranks. The Association of Scottish Police Superintendents (ASPS) and the Scottish Police Federation (SFP)

represent those ranks in Scotland. CPOSA perform a similar role for chief officers parallel to ACPO. Unison, the trade union for local government employees, represents many civilian staff in police forces outside the Metropolitan Police Service.

## **Association of Police Authorities (APA)**

The Association of Police Authorities is the national body which represents all police authorities in England, Wales and Northern Ireland. Its members also include other bodies which carry out a similar role including the Central Police Training and Development Authority (Centrex), the British Transport Police Committee and the Service Authorities for NCIS and NCS. The APA is funded through subscriptions from member authorities.

The APA has two key roles:

- To act as the national voice of police authorities in negotiations with the Government, ACPO and other stakeholders and partners; and
- To support individual police authorities in their work locally;

The APA:

- Seeks to influence the policing agenda at a national level on behalf of police authorities and local communities;
- Supports police authorities in securing efficient and effective policing services across the country;
- Helps police authorities to improve;
- Promotes awareness of policing needs and the role and achievements of police authorities;
- Upholds and champions the principles of local accountability and policing by consent;

The APA develops policies on all police-related issues, co-ordinates responses from member authorities and seeks to raise public awareness of its concerns.

The APA keeps its members up to date with current developments, involving them in consultations, and spreads good practice through conferences, seminars and training workshops, research and publications.

The APA is governed by a plenary comprising delegates from all member authorities. Day-to-day business is overseen by the APA Chairman and Executive Committee supported by a small central Secretariat headed by the Executive Director.

## **British Association for Women in Policing (BAWP)**

The British Association for Women in Policing is an organisation committed to raising the awareness and understanding of the issues which affect women in the service and supporting them to achieve their full potential-whether they are officers, police staff, members of the Special Constabulary or Community Support Officers. The Association is open to all ranks and grades of the service, both women and men.

The Association also seeks to develop national and international networks of professional and social contacts between members and other affiliate groups.

By way of the Gender Agenda and surveys of individual police organisations, the Association helps share information on developments within the service which have a positive effect on the recruitment, retention and progression of women in the service

Web site address- [www.bawp.org](http://www.bawp.org).

## **National Black Police Association (NBPA)**

The NBPA is not a statutory body or union, it is however a national voice for all constituted black police associations. Improving both the working conditions of Black staff and the policing services provided to our diverse communities. The NBPA now co-ordinates 31 constituted support associations across the UK.

## **The Strategic Planning and Analysis Unit (SPAU)**

The Strategic Planning and Analysis Unit (SPAU), is a tripartite unit made up of staff from the three Criminal Justice Service (CJS) Departments- Home Office, Department of Constitutional Affairs and the Crown Prosecution Service, and the Treasury

It has two main responsibilities. First, it has responsibility for financial tri-lateral projects (Narrowing the Justice Gap, Criminal Case Management Programme etc) As part of this responsibility, SAPU is responsible for putting together the CJS Spending Review bid. Second, it acts as secretariat to the National Criminal Justice Board and the Criminal Justice Council

## **The Local Performance and Delivery Support Unit (LPDSU)**

The Local Performance and Delivery Support Unit ( LPDSU) is responsible for administering the 42 Local Criminal Justice Boards. It provides funding, support and policy guidance for the

Boards, as well as target setting and managing their performance. It also acts as a conduit between the Local Criminal Justice Boards and the National Criminal Justice Board.

## **Crime and Disorder Reduction Partnerships (CDRPs)**

The Crime and Disorder Act 1998, as amended by the Police Reform Act 2002, sets out statutory requirements for responsible authorities to work with other local agencies and organisations, to develop and implement strategies to tackle crime and disorder and misuse of drugs in their area. These statutory partnerships are known as Crime and Disorder Reduction Partnerships (CDRP's) The responsible authorities are the police, local authorities, fire authorities, police authorities, health authorities in Wales and primary care trusts ( subject to commencement order on 30<sup>th</sup> April 2004 )

Working together these responsible authorities are required to carry out an audit to identify crime and disorder and misuse of drugs problems in their area, and develop strategies that deal effectively with them. Partner organisations are required to work in co-operation with local education and probation authorities, and invite co-operation of a range of local, private, voluntary and other public and community groups, including the community itself. CDRP's are expected to work closely with Drug Action Teams in two tier local authority areas, and to have integrated their work in unitary authority areas by April 2004. Integration/ closer working will bring many benefits. It will simplify local working relationships, give greater

recognition to common interests and provide the right framework to enable the more effective delivery of the crime reduction and drugs agendas. Effective partnership working is key to lasting community safety

### Youth Offending Teams (YOT's)

Work with young offenders needs to address all aspects of their offending behaviour, including relevant family, education and health problems. From 1<sup>st</sup> April 2000 all areas of England and Wales have had a multi-agency Youth Offending Team (YOT) bringing together all the agencies with a contribution to make, including police and probation officers, social workers and education and health staff. The teams advise the courts; operate community-based interventions and behaviour; and work with young people at risk of offending to promote youth inclusion

To ensure effective and consistent work locally with young offenders, there needs to be effective oversight at national level of the youth offending teams and the youth justice system as a whole. The Crime and Disorder Act 1998 therefore established the Youth Justice Board for England and Wales to provide a clearer national framework for local action to tackle youth offending. The Board began work in September 1998. It monitors local performance, advises on national standards and identifies and develops good practice. It pays grants to local Youth Offending Team's in return for delivery of specified levels of performance

## **Charitable and Voluntary organisations**

There are a range of charitable and voluntary (i.e. non-Government) bodies who play a valuable role in supporting crime reduction. A cross-section of these include Crime Concern, the National Association for the Care and Resettlement of Offenders (NACRO), the National Community Safety Network, and Victim Support.

Other non-government organisation may have a particular role to play in helping to reduce crime in their area of business. For example, the British Retail Consortium has a role in encouraging shops to take steps to reduce theft, the Portman Group helps co-ordinate the response of the alcoholic drinks trade to alcohol-related crime, and the Design Council helps encourage designers of new products from homes to machinery to build crime reduction features into this.

## **Academic bodies**

There are a number of universities and other academic institutions, which play an important role in research in crime prevention and contribution to public debate on crime and policing. A cross-section of these would include the Scarman Centre (based at the University of Leicester), Centre for Criminal Justice Studies of the University of Leeds, University of Edinburgh Centre for Law and Society, the Institute of Criminology of the University of Cambridge, the Centre for Criminological Research of the

University of Oxford, and the Institute of Criminal Justice, University of Portsmouth. A full list is too numerous to set out but all of these will have their own web-sites.



## **Outsourcing and Civilian involvement in Policing (Section 10)**

Policing in most societies has never simply been a matter for the formal police service. Many public officials and private employees were involved in keeping watch for crime and disorder, from park keepers, lavatory attendants and bus and railway conductors to caretakers and night-watchmen. However, streamlining of many public bodies and private companies over the past century has led to a reduction in these staff and with them a loss of people actively helping the police in maintaining order and reducing crime. This chapter deals both with civilian staff helping the police and with the wider 'extended police family'.

### **Police staff in the police service**

Police staff are personnel employed by a police organisation who do not have the sworn status of a constable. This term is used in preference to a variety of alternatives, including "civilian", "civilian support", "civil staff", "support staff" currently in use throughout the service. Police forces have always included a proportion of police staff, including supporting and clerical work and specialist legal or medical work (police surgeons and force solicitors). In recent decades, the Home Office and Her Majesty's Inspectorate of Constabulary (HMIC) has encouraged police forces to review those functions which should be carried out by a police constable and those which could be best carried out by police staff. Examples of work undertaken by police staff in many forces include Scene of Crime Officers (SOCOs) who examine crime

scenes for fingerprints and other evidence, and Firearms Enquiry Officers (FEOs) who deal with the licensing of legally-owned firearms. The Police Reform Act 2002 gave chief police officers the authority to designate limited powers to police staff in a number of roles such as Community Support Officers, investigators, detention officers and escort officers.. An increasing emphasis on workforce modernisation within the police service has resulted in all forces being encouraged to consider further opportunities for civilianisation and use of police staff in new roles.

In March 2003 there were 62,582 police staff employed by the police service in England and Wales.

### **Traffic Wardens**

Traffic wardens are civilian, uniformed, employees of police authorities who act under the direction of chief officers of police. Section 95 of the Road Traffic Regulation Act 1984 makes provision for them to discharge, in aid of the police, certain functions normally undertaken by the police. These functions relate to the control and regulation of, and enforcement of the law relating to, traffic, including pedestrians, and stationary vehicles.

The Government included provisions in the Police Reform Act 2002 to remove restrictions on traffic wardens' powers to stop vehicles. This was for the particular purposes of helping to remove the need for police officer involvement in emission and other vehicle testing and in escorting abnormal loads. This frees up police time for their core functions, facilitates the enforcement of other legislation, promotes road safety and provides a better service to other interests.

Many forces also use wardens as their “eyes and ears” on the streets. Traffic wardens are linked to police radio and with around 2000 on the streets in England and Wales they provide the police service with a substantial information resource. They are commonly the most immediate police resource for dealing with minor events and often take part in public order management.

Decriminalization of parking infringements has led in many cases to the traffic warden function being taken over by the local authority. Some traffic wardens have become Community Support Officers whilst retaining their traffic warden powers.

## **Neighbourhood Watch**

Neighborhood Watch is an initiative organized by the police service to involve the community in policing. Neighbours and communities are encouraged to come together to keep an eye on their area and report any suspicious behavior to the local police. Neighborhood Watch schemes do not have any patrol functions. Apart from increasing vigilance against criminals, Neighborhood Watch also builds a sense of community empowerment and encourages private citizens to pass on valuable information to the police.

## **Community Support Officers**

Thirty eight of the forty three police forces in England and Wales have successfully applied for government funding to employ additional civilian staff in the new role of Community Support Officer ; a role introduced by the Police Reform Act 2002. The aim in the National Policing Plan is to have four thousand Community Support Officers (CSOs) in England and Wales

by the end of 2005 .. At the end of April 2004 3538 CSO’s had been recruited.

## **Benefits of CSOs**

CSOs are employed by the Police Authority and directed by police officers. They are uniformed staff who can be given a specific and limited range of powers set out in the Police Reform Act 2002 and enhanced by the Anti-Social Behaviour Act 2003. The powers from this range that are given to CSOs in a force area are determined according to local needs by the Chief Officer.

Six police forces are participating in a pilot initiative where their CSOs have the power to detain suspects for 30 minutes, or until a police officer arrives, for certain crimes. This is a new departure in the United Kingdom and a two year evaluation by Her Majesties Inspectorate of Constabulary has been commissioned in order to assess its impact.

CSOs will be involved in helping to solve local problems of low level disorder and anti-social behaviour. Responsive to local need and reflecting the diversity of the local community, they will provide a recognisable and knowledgeable local presence capable of building public confidence. CSOs will assist forces by providing public reassurance and an additional uniformed patrol presence in rural and urban areas. They complement the work of police officers by releasing them from tasks which do not require the full range of policing skills. CSOs can work on their own or jointly with police colleagues so that fewer police officers are needed to complete a policing task such as cordoning off an area where it is thought a terrorist device may have been planted or assisting with road block.

Some forces are combining the traffic warden and CSO role so that they have civilian staff with a wider range of enforcement powers. Staff with these powers will wear a CSO uniform with an extra badge and shoulder flashes saying 'Traffic'.

### **Security CSOs in London**

Security CSOs in London were the first to be deployed operationally in September 2002. They have a key role in central London and at other sensitive points in the Capital working in an anti-terrorist capacity. The Metropolitan Police Service expects them to provide the following benefits.

- Reassurance of all communities within London;
- Protection of life;
- Protection of the critical infrastructure;
- A resilient response to major incidents and security alerts; and
- Support to police officers at ceremonial and special events.

The Metropolitan Police Service has already employed over 2 1500 CSOs and plans to increase this still further in the coming months.

### **Future Evolution**

CSOs will be deployed in 39 forces throughout England and Wales in 2004.

In keeping with the tradition of local policing in the UK the exact role that CSOs will play in each force is decided by the Police Authority and the Chief Officer. However, they will exhibit common elements. These are:

- Uniformed and visible presence on the streets;

- Community focussed – preventing crime and fear of crime;
- Part of the police team; and
- Powers that enable them to focus on low-level crime and disorder.

It is anticipated that most forces in England and Wales will be employing CSOs over the next two or three years and that by the end of 2005 there will be 4000 on patrol, assisting police officers, and helping their communities to reduce crime and the fear of crime.

### **Other Designated Police Staff**

The Police Reform Act 2002 enabled chief police officers to designate powers to police staff in other roles such as investigators, detention officers and escort officers. Prior to this, many forces had already been using police staff in these roles and not all forces have chosen to designate powers to these staff.

### **Local Authority Wardens.**

Crime and Disorder Partnerships (as discussed in chapter 9) are a positive development in restoring public confidence in our police and in our institutions. They give people a stake in their own communities and a feeling of ownership of their problems, and the power to do something about them.

By working together, that power to change negative and destructive acts into positive and constructive solutions is enhanced and targeted where it will be of most use – in our neighbourhoods, communities and boroughs, making a real and tangible difference to our quality of life.

The introduction of the Neighbourhood Wardens initiative in particular is an important development, which has been seen as a new and novel way of working alongside the police to deter crime. It is a part of the extended police family, working together to bring greater focus on crime and disorder.

A neighbourhood warden provides an official or semi-official presence in a residential area, with the primary aim of improving quality of life, and who is appointed and managed by a properly established scheme. Their primary function is to patrol and prevent crime.

They will work in close co - operation with the police and the local crime and disorder partnerships to prevent litter, vandalism, graffiti and other nuisances and 'quality of life' issues.

Under the Police Reform Act 2002, chief police officers can establish a community safety accreditation scheme, whereby they are able to enter into an arrangement with an employer to accredit one or more of their employees with respect to carrying out community safety functions.

#### Involvement of Other Public Sector Organisations in Policing

Perhaps the most striking example of other public sector organisations becoming involved in "policing" activity relates to the Highways Agency. Recent changes in legislation and procedure mean that the police will in future share responsibility for the handling of major incidents, management of fatal and serious incidents, and high visibility patrols. Highways Agency Traffic Officers will be given limited powers enabling them to regulate and direct traffic and support the police by keeping the network moving.

#### *Regulation of the private security industry: The Security Industry Authority (SIA)*

The Security Industry Authority will play a vital role in regulating the private security industry. Established by the Home Office as a direct result of the Private Security Industry Act 2001, its role is to inspect, licence, train and regulate over 300,000 individuals and businesses working in the security sector.

The new Authority is responsible for to issuing licences - to security guards, door supervisors, wheel-clampers, security consultants, private investigators/ detectives and key holders. .

Its aim is to protect the public from crime, and the fear of crime, by conducting regular business inspections, reviewing industry legislation, approving standards of conduct, training and supervision and promoting best practice industry-wide.

At full strength the Authority will expect to employ approximately 80 people, of whom at least 60 will be based centrally in a London core unit.

## **Police Training (Objective 7)**

### **The role of Central Police Training and Development Authority (CENTREX)**

Centrex is the Central Police Training and Development Authority (CPTDA), formerly National Police Training (NPT). Its headquarters are at Bramshill in Hampshire.

Centrex is responsible for delivering much of the foundation training for new police constables at five residential centres around the country. Centrex also provides support to the police in the following areas.

- The National Crime and Operations Faculty provides support on major investigations, research and analysis for investigations (including comparative case analysis) as well as training and development;
- The National Police Leadership Faculty at Bramshill provides training and development for senior police officers and for junior officers with high potential;
- The Specialist Law Enforcement Centre at Wyboston Lakes in Bedfordshire provides training to police, HM Customs and others in covert operations.
- It also includes the National High Tech Crime Training Centre (NHTCTC) to provide training to the police in dealing with computer-related crime;
- The National Centre for Applied Learning Technology, based at Wyboston and at Hendon in London, is responsible for

developing computer-based training materials;

- The National Centre for Scientific Support for Crime Investigation provides training on scientific approaches to policing, including the National Fingerprint Examiner Training Course based at Durham;
- The International Faculty at Bramshill is responsible for providing training for police officers from overseas, absorbing best practice in overseas policing and providing a central point of contact on international policing matters for police officers world-wide;
- Learning Services provides training for police and civilian trainers, examinations and assessments, quality assurance for training, and Police Information Communication Technology Training Services (PICTTS);
- National Police Library at Bramshill provides a comprehensive reference service on British and overseas policing;

## Police Foundation Training

On joining a police service in England and Wales (excluding the Metropolitan Police Service), an officer must complete a two-year, six stage probationer training programme before being confirmed in post as constable. All stages, apart from Stage 2, are undertaken locally. Stage 2 is a twelve week course held at one of the five CPTDA training centres - Ashford, Bruche (Warrington), Cwmbran, Durham and Ryton (Coventry). Other satellite centres are used as and when. The MPS conducts similar training at Hendon, North London.

Stage 2 Foundation Training introduces core policing skills and provides basic knowledge of law and procedure. It also explores attitudes and behaviour whilst strengthening the qualities of judgement needed to perform well in the role of constable.. Probationers are encouraged

- 

- I

- .

- 

- 

## Key areas of Policing Excellence (Objective 11)

British policing has generally sought to be in the fore-front of policing excellence, but we do not claim a monopoly on this. We have been keen to study approaches pioneered by other countries, for example crime mapping, Problem Orientated Policing (POP) and the 'Zero Tolerance/ Slide to Ashes' approach pioneered by United States police forces or the use of community warden patrols by the Netherlands Police. The points below are therefore general aspects of developing policing.

## Tackling Crime and Disorder

For the past fifty years, most western countries have seen a steady rise in most types of recorded crime. In some cases this was due to victims being more willing and able to report crime (through access to telephones, insurance etc), but in many cases this represented a real rise in the amount of crime being committed. This includes the wider range of goods to be stolen and the lack of authority figures (which current work on CSO patrols seeks to address). While the rate of increase might slow or speed up, annual

to develop their skills through a variety of experiences. Their performance is assessed through formal weekly knowledge checks, the completion of a variety of statements, a community involvement day, and skills and development exercises. Training uses a variety of teaching methods which takes learning from the classroom into stimulated incidents in realistic locations, such as houses, bars and shops

- 

In addition, many officers also study with the University of Portsmouth for a national certificate allowing them access to degree-level university courses in policing issues.

-

rises in crime became an accepted part of modern life in most countries. During the 1970s this was characterised by some academics as ‘nothing works’.

During the late 1990s, many types of recorded crime actually fell in Great Britain, and the British Crime Survey also showed a decline in many ordinary people’s experience of crime. We believe that much of this decline is due to the work of the police in partnership with other agencies to address problems of crime and disorder. For example, many of the rises in crime in the 1960s and 1970s have been linked to the design of housing projects and tower blocks, which provided opportunities for criminals to hide and escape easily. The police and the Home Office have been active in ensuring that more recent developments ‘design out crime’.

While patterns of crime are subject to change over the years, we are confident that effective policing can make a real difference in reducing crime.

## **Community relations**

In order for the police service to uphold the law and maintain public order in a free and democratic society, it is essential that they maintain the confidence and consent of the local community that they serve. While this has generally been true of the wider community, it has been less true of specific groups within the community such as ethnic and other minorities (for example, the gay and lesbian community) and whole communities during industrial disputes (for example, the coal-miners strike in the 1980s).

Over the years, the police service has generally adapted to the policing of a diverse, multi-cultural society. This has not always been easy, or always successful, but the police service have been willing to learn from problem of the past (*as set out in the report of the Inquiry into the death of Stephen Lawrence*) to build a successful approach to modern policing.

## **Interviewing**

British policing remains amongst the world leaders in interviewing techniques in dealing with suspects and witnesses. Interviewing approaches must always seek to balance the effectiveness of an investigation in bringing criminals to justice against the human rights of suspects and witnesses. Interviewing skills (PEACE) are a core part of police training and we are constantly seeking to improve these.

## **Automatic Number Plate Recognition (ANPR)**

The UK has been developing 'Automatic Number Plate Recognition' (ANPR) The technology automatically recognises vehicles of interest by matching number plates against various databases. These databases range from stolen vehicle and those linked to other criminal matters to minor traffic offences. ANPR uses dedicated teams of police intercept officers in conjunction with cameras mounted in mobile police patrol cars or vans. The cameras can also be deployed remotely from these vehicles. There are also a significant number of “fixed site” ANPR systems operational throughout the UK ANPR has also been linked to existing networks of closed circuit television cameras (CCTV) in

town centres and car parks. The systems include low-light and infrared technology to enable monitoring to continue at night and during inclement weather

ANPR has already proved to be a very effective and reliable policing tool. In those areas deploying ANPR, arrest rates are ten times the national average. Additionally, every police force in England & Wales has a Back Office facility (BOF) capable of receiving all data collected by ANPR for analysis. The BOF will also allow all forces to be linked enabling ANPR data to be exchanged.

The technology identifies stolen vehicles and those linked to police intelligence every time they pass an ANPR facility: dedicated teams of officers are then directed to intercept those vehicles. In the case of known professional criminals being monitored by the police, ANPR can provide valuable intelligence on their movements around the country.

Police use of ANPR is part of an inter-agency approach involving organisations such as Her Majesty's Revenue and Customs, the Driver Vehicle Licensing Agency (DVLA) and the Police National Computer (PNC). It is also very effective in identifying motorists who are driving illegally. ANPR intercept teams also provide a significant contribution to the promotion of road safety, and, because they are an extremely visible form of policing they play an important public reassurance role.

The strategic aim of the Association of Chief Police Officers (ACPO) is to “Deny Criminals the Use of the Roads” through the use of ANPR

## **Science and Technology**

Since April 1995, the Forensic Science Service has been operating a national DNA database (NDNAD) on behalf of the police. Initially, limited budgets meant that most forces concentrated on sampling suspects and crime scenes for major offences and some burglaries. The government has now provided central funding of £182 million under the DNA Expansion programme over the four year period from April 2000 to March 2004, to increase the size of the National DNA Database. This is enabling forces to sample suspects for all categories of recordable offences, and to visit more crime scenes, particularly volume crime scenes.

At present there are approximately 2.58 million profiles stored on the database. There is an average 750 matches per week (suspect to crime scene or crime scene to crime scene) and there is more than a 40 per cent chance of a stain found at a crime scene being matched to a name on the NDNAD.

Under the Police and Criminal Evidence Act 1984, as amended, the police may take a DNA sample from persons who have been arrested for, charged with, informed they will be reported for or convicted of a recordable offence

The sensitivity of the DNA technique has risen from requiring an area of blood the size of a postage stamp to invisible contact traces of a handful of cells. These developments have changed the way first officers attending, investigating officers and crime scene examiners must approach incidents.



The pace of the increase in forensic science adds to the challenge to modern policing. Adoption of new developments is actively promoted as being fundamental to reducing crime. For example, new technologies such as Automatic Number Plate Recognition (ANPR) linked to closed circuit television (CCTV) cameras are piloted for evaluation purposes.

## **The National Intelligence Model (NIM)**

NIM draws together good practice to form a standardised model for the management of intelligence through a combination of products and processes. This is vital to ensure consistency of approach, the meeting of high common minimum standards and a robust system able to withstand challenge and scrutiny. It enables valuable resources to be targetted more effectively against current challenges and emerging trends ensuring best opportunities for positive intervention. NIM also secures value for money as the most important targets can be tackled first.

The standardised processes at level 1 (defined by NIM as local policing issues affecting a basic command unit (BCU)), level 2 (defined as cross border policing issues which may involve more than one BCU from the same force or more than one police force) and level 3 (defined as serious and organised crime operating on a national and international scale), reinforce operational independence and provide managers with sound business planning to deliver effective strategies and better tactical choices. NIM though, goes beyond the management of intelligence and provides a complete model for policing. It is at the centre of all policing activity and can be applied to most if not all policing problems.

## **An unarmed Police Service**

Many officers in police forces in Great Britain need to carry firearms as a part of their specific duties in close protection or armed support. This is an area which has been forced to develop in recent decades in response to rises in armed crime. Other forces are armed as a response to specific duties or circumstances, such as the PSNI or the UKAAE Police. We believe that these officers carry out their duties with great professionalism and courage.

However, it remains a source of great pride to the police services of Great Britain that the overwhelming majority of officers are able to carry out their duties successfully without carrying firearms. As well as practical issues of reducing the escalation of violence, it is symbolic of British policing by consent rather than by force. As discussed in the next section, this position is coming under increasing pressure from the criminal misuse of firearms.

## **Threats to Policing over the next decade (Objective 12)**

Predicting the threats that the police service may face over the next decade is difficult by its very nature. We may expect changes to science and technology, but also to demographics and society. The rise in popularity of mobile phones, for example, has fuelled an increase in street robbery, but it has also allowed more people to contact the police quickly in an emergency and thus placed greater demand on police services. The availability of Closed Circuit Television (CCTV) in public places is valuable for gathering evidence but may oblige the police to deal with incidents of minor crime and disorder that would not otherwise be reported. The electronic transfer of money has increased opportunities for computer fraud but reduced the scope for physical armed robberies of business payrolls or cash in transit. While it may be possible to predict broad trends, the impact of specific changes in society may often be difficult to predict until the police are actually called upon to deal with these.

The demand for illegal drugs and the profits that can be made from this has led not only to more drug crime (and by acquisitive crime by addicts), but a rise in violence and the routine carrying of firearms by professional criminals. The Association of Chief Police Officers (ACPO) annually produces a strategic assessment of the challenges facing the police service in the forthcoming year: illegal drugs are linked in some way to many of the criminal threats they have identified in recent years.

The speed of modern communications has also brought new impetus to old types of crime. Committing fraud across international frontiers or distributing obscene material, for example, becomes quicker and easier through the Internet than by regular postal services. While, there are not accurate figures on the levels and trends of Internet related crime, the growth of the Internet and e-commerce suggests that the trend will be upwards. This poses a challenge to policing, both in terms of the skills, training and structures to respond to it domestically and in the growing need to co-operate effectively internationally. The National High Tech Crime Training Centre (NHTCTC) is currently co-ordinating the UK police's response to computer misuse and 'cyber-crime'. On the other hand, technology may create new crime-fighting tools, from closed-circuit television (CCTV) to Automatic Number Plate Recognition (ANPR) software.

The overall trends in crime in Western societies have tended to be upwards in recent decades. This may be linked to a range of issues from increased urbanisation, decline in religious and other moral frameworks, to greater prosperity bringing more items to steal. Increased levels of drug misuse have fuelled both crime by addicts (burglary, robbery and prostitution) and organised and violent crime associated with the control of the drugs trade.

Armed crime and the misuse of firearms in particular have risen in the last fifty years as criminals are in greater competition for large profits from drug dealing. This growing use of firearms is of particular concern as the consequent greater deployment of armed police officers may change the character of British policing.

Lower tolerance of crime may also play a part in crime trends. Crimes such as domestic violence, racially motivated offences and drink – driving are far less tolerated by ordinary

people than in days gone by, and issues such as sexual offences and child abuse more openly discussed and more vigorously investigated. This may mean that while crime continues at the same level, the police response must be more vigorous.

Often such changes in society will be complex. The threat from terrorism and the organised and violent criminality associated with migration of peoples confronts the police with particular problems of crime by hardened professional criminals. However, it also requires the police to deal with tensions between different sections of the community, some of whom may be unfairly blamed for the wrongdoing of a violent minority. This creates particular problems in a country such as the UK with a substantial multi-ethnic community.

The Government has set up the '*Foresight*' programme, a series of committees of experts to consider social, economic and scientific changes and predict future trends. This includes a panel on crime reduction issues. Their work has included:

- Considering new 'hard science' developments that may assist in bringing criminals to justice;
- Reviewing the scope for business and manufacturing industry to build crime reduction features into new products;
- Predicting the growth of '*e-tailing*': selling goods and services over the internet and the need to guard against fraud;

Beyond this, the Home Office and the police service has concentrated on two approaches to address the future.

The first is to tackle existing problems of crime and disorder. Crime rates in the UK are still too high, and statistics represent a mass of real victims whose lives are blighted by serious and persistent crime. Those communities that suffer multiple problems of crime and depravation today are still likely to suffer these in ten years time unless we address these problems now. Many of the serious professional criminals and organised crime gangs of today are still likely to be involved in crime in ten years time unless they are brought to justice. A genuine and sustainable reduction in crime now will free police and communities to deal effectively with the threats of the future.

For this reason, the National Policing Plan for 2003-2006 requires chief officers and police authorities, in developing their local annual and three-year plans, to have regard to the following priorities:

- Tackling anti-social behaviour and disorder;
- Reducing volume, street, drug-related and violent and gun crime in line with national and local targets;
- Combating serious and organised crime operating across force boundaries; and
- Increasing the number of offenders brought to justice.

## Immigration Crime

Crime threats must be dealt with not just at a local, but at a national and international level. Apart from threats from drugs and firearms, organised Immigration crime, including human trafficking, is a serious organised criminal activity raising considerable international concerns. It exploits its victims and undermines the UK's immigration policy and the efforts of legitimate migrants. Because of its hidden nature, it is hard to form an accurate estimate of the levels of trafficking, although there is no evidence that it is on a large scale in the UK compared with other European countries. Nevertheless, the UN estimates that the problem is growing world-wide and that it is one of the 3 most lucrative types of organised criminal activity alongside drug trafficking and firearms.

The UK is at the forefront of the international efforts to tackle this heinous crime. We have set out a balanced and comprehensive 4 pronged strategy in the White Paper '*Secure borders, safe haven*' focussing on: Strengthening the law; tackling the criminals through intelligence and enforcement; international co-operation and prevention in source and transit countries; and dealing appropriately with the victims of trafficking. This adds up to a co-ordinated approach to a global organised crime problem.

## Counter terrorism

Terrorism is another key area. As a matter of sad necessity, UK police forces have developed considerable expertise in responding to the threat of terrorism. Whist the tragic events of 11 September 2001 have focussed minds on the threat from international terrorism, police forces have been responding for many years to the threat of dissident Irish Republican terrorism and other forms of domestic extremism. The police have learned to be prepared, to plan and to act accordingly.

There is increasing evidence that some terrorists are interested in using chemical, biological, radiological or nuclear materials. Terrorist organisations and networks have access to considerable levels of funding. This provides a means of hiring scientific and technical expertise for the purpose of developing a CBRN weapons capability. The police have the primary role in responding to terrorist incidents and would take operational command and control of the incident at the scene. The UK government is responsible for determining the overall political strategy in relation to the incident including responding to any political demands. UK police forces have a wide range of skills and capabilities which are regularly tested and can be deployed during a terrorist incident. The ability of forces to respond to a terrorist attack involving the use of CBRN materials is being strengthened through the provision of specialist training at the Police National CBRN Centre.

## Capacity-building

The second major issues is to build capacity within the police service and other agencies to address crime and disorder as set out in sections 7, 8 and 12 above. The current police reform programme is central to this. The government's Skills for Justice organisation (which has taken over the Police Skills and Standards Organisation) has developed a comprehensive assessment of the skills needed for police officers in the 21st century. This includes ensuring that the police service is well-trained, properly-equipped, flexible, reflects the diversity of modern Britain, abreast of changes in technology and society and able to harness those changes to reduce crime and keep the Queen's Peace.

A key area within this is information sharing. The capacity of police forces and other organisations to make best use of the information available to them is vital for effective policing. The recent Bichard Inquiry into the Soham murders has raised questions about the way that the police handle intelligence information on suspected criminals and how this is shared between forces. The government is seeking to address these issues at present through a range of measures to address both IT and operational systems.

## Conclusion

As in the 19<sup>th</sup> and 20<sup>th</sup> centuries, the police will face a range of challenges in the new century. We have every confidence that the police will meet these challenges with energy and professionalism, and will continue their success in driving down crime, tackling disorder and protecting public safety.

ANNEX A: List of contact details

Name	Postal address	Telephone Number (044)	Fax	E-mail address	Web-site
ANPR	Police Standards Unit, The Home Office, 50 Queen Anne's Gate, London SW1H 9AT	+44(0)1425 657759	+44(0)7796 266565		
Association of Police Authorities	Local Government House, Smith Square, London, SW1P 3HZ	020 7664 3168	020 7664 3191	<a href="mailto:Apa.info@lga.gov.uk">Apa.info@lga.gov.uk</a>	<a href="http://www.apa.police.uk">http://www.apa.police.uk</a>
Association of Chief Police Officers of England and Wales	25 Victoria Street, London SW1H 0EX	020 7227 3434	020 7227 3400		<a href="http://www.acpo.police.uk/">http://www.acpo.police.uk/</a>
Association of Chief Police Officers in Scotland	Police Headquarters, 173 Pitt Street, Glasgow, G2 4JS	0141 532 2052	0141532 2058	<a href="mailto:Contactus@acpos.police.uk">Contactus@acpos.police.uk</a>	<a href="http://www.scottish.police.uk/main/acpos/acpos.htm">http://www.scottish.police.uk/main/acpos/acpos.htm</a>
Avon & Somerset Constabulary	PO Box 37, Portishead, Bristol, Avon BS20 8QJ	01725 818181	01275 816 222		<a href="http://www.avonandsomerset.police.uk/">http://www.avonandsomerset.police.uk/</a>
Bedfordshire Police	Woburn Road, Kempston, Bedford, MK43 9AX	01234 841212	01234 842 006		<a href="http://www.bedfordshire.police.uk/">http://www.bedfordshire.police.uk/</a>
Belfast Harbour Police	Port Operations Centre, Milewater Basin, Belfast Harbour Estate, BT3 9AF	028 9055 3000	028 9055 3001	<a href="mailto:info@belfast-harbour.co.uk">info@belfast-harbour.co.uk</a>	<a href="http://www.belfast-harbour.co.uk/complaints.html">http://www.belfast-harbour.co.uk/complaints.html</a>
Belfast International Airport Police	Belfast International Airport, Belfast BT 29 4AB	028 9488 4400	028 9442 3985		
British Association of Women in Policing	P.O. Box 999 Rossendale, Lancs, BB4 8GE	01706 216 331		<a href="mailto:bawpirene@aol.com">bawpirene@aol.com</a>	
British Transport Police	PO Box 260, 15 Tavistock Place, London WC1H 9SJ	020 7388 7541			<a href="http://www.btp.police.uk">www.btp.police.uk</a>
Cambridgeshire Constabulary	Hinchinbroke Park, Huntingdon, PE29 6NP	01480 456111	01480 422 447		<a href="http://www.cambs.police.uk/">http://www.cambs.police.uk/</a>
Central Scotland Police	Randolphsfield, Stirling, FK8 2HD	01786 456000	01786 451177	<a href="mailto:Mail@centralscotland.police.uk">Mail@centralscotland.police.uk</a>	<a href="http://www.centralscotland.police.uk">www.centralscotland.police.uk</a>
Centrex	Bramshill, Hook, Hampshire, RG27 0JW	01256 602 223	01256 602 223		<a href="http://www.centrex.police.uk">www.centrex.police.uk</a>
Cheshire Constabulary	Castle Esplanade, Chester, CH1 2PP	01244 350000	01244 612269	<a href="mailto:Postmaster@cheshire.police.uk">Postmaster@cheshire.police.uk</a>	<a href="http://www.cheshire.police.uk/">http://www.cheshire.police.uk/</a>

Name	Postal address	Telephone Number (044)	Fax	E-mail address	Web-site
City of London Police	37 Wood Street, London EC2P 2NQ	020 7601 2222	020 7601 21 25		<a href="http://www.cityoflondon.police.uk/">http://www.cityoflondon.police.uk/</a>
Cleveland Police	PO Box 70, Ladgate Lane, Middles- borough TS8 9EH	01642 326 326	01642 301 200		<a href="http://www.cleveland.police.uk/">http://www.cleveland.police.uk/</a>
Crime Concern	Beaver House 147-150 Victoria Road Swindon Wiltshire SN1 3UY	(0) 1793 863 500	(0) 1793 863 555	<a href="mailto:info@crimeconcern.org.uk">info@crimeconcern.org.uk</a>	<a href="http://www.crimeconcern.org.uk/index1.asp">http://www.crimeconcern.org.uk/index1.asp</a>
Criminal Records Bureau	Customer Services, CRB, PO Box 110, Liverpool L3 6ZZ	0870 90 90 811			<a href="http://www.crb.gov.uk/">http://www.crb.gov.uk/</a>
Crime Reduction College	The Hawkhill, Easingwold, York YO61 3EG	01347 825 060	01347 825 099		<a href="http://www.crimereduction.gov.uk/">http://www.crimereduction.gov.uk/</a>
Crown Office and Procurator Fiscal Service	25 Chambers Street, Edinburgh, EH1 1LA	0131 226 2626	0131 226 6910		<a href="http://www.crownoffice.gov.uk/">http://www.crownoffice.gov.uk/</a>
Crown Prosecution Service (CPS)	50 Ludgate Hill, London EC4M 7 EX	020 7796 8000	020 7796 8500	<a href="mailto:enquiries@cps.gov.uk">enquiries@cps.gov.uk</a>	<a href="http://www.cps.gov.uk/">http://www.cps.gov.uk/</a>
Cumbria Constabulary	Carleton Hall, Penrith, CA10 2AU	01768 891999	01768 217 099		<a href="http://www.cumbria.police.uk/">http://www.cumbria.police.uk/</a>
Department for Constitutional Affairs DCMS)	Selbourne House, 54-60 Victoria Street, London SW1E 6QB	020 7210 8500	0131 311 3038	<a href="mailto:general.queries@dca.gsi.gov.uk">general.queries@dca.gsi.gov.uk</a>	<a href="http://www.dca.gov.uk/">http://www.dca.gov.uk/</a>
Derbyshire Constabulary	Butterly Hall, Ripley, Derby, DE5 3RS	01773 570100	01773 572225	<a href="mailto:Derbyshirepolicepressoffice@compuserve.com">Derbyshirepolicepressoffice@compuserve.com</a>	<a href="http://www.derbyshire.police.uk">www.derbyshire.police.uk</a>
Devon & Cornwall Constabulary	Middlemoor, Exeter, EX2 7HQ	08705 777 444	01392 452 481		<a href="http://www.devon-cornwall.police.uk/">http://www.devon-cornwall.police.uk/</a>
Dorset Police	Winfrith, Dorchester, DT2 8DZ	01929 462 727	01202 223 987		<a href="http://www.dorset.police.uk/">http://www.dorset.police.uk/</a>
Dumfries & Galloway Constabulary	Cornwall Mount, Dumfries, DG1 1PZ	01387 252 112	01387 262059		<a href="http://www.dumfriesandgalloway.police.uk">www.dumfriesandgalloway.police.uk</a>
Durham Constabulary	Aykley heads, Durham, DH1 5TT	0191 386 4929	0191 386 4929	<a href="mailto:Press@durham.police.uk">Press@durham.police.uk</a>	<a href="http://www.durham.police.uk">www.durham.police.uk</a>
Dyfed Powys Police	PO Box 99, Llangunnor, Carmarthen, SA31 2PF	01267 222 020	01267 234 262		<a href="http://www.dyfed-powys.police.uk/">http://www.dyfed-powys.police.uk/</a>
Epping Forest Keepers	The Warren, Loughton, Essex	020 8508 2176		<a href="mailto:epping.forest@corplondon.gov.uk">epping.forest@corplondon.gov.uk</a>	<a href="http://www.cityoflondon.gov.uk/livi">http://www.cityoflondon.gov.uk/livi</a>

Name	Postal address	Telephone Number (044)	Fax	E-mail address	Web-site
	IG10 4RW				<a href="http://ng_environment/open_spaces/epping_forest.htm">ng_environment/open_spaces/epping_forest.htm</a>
Essex Police	PO Box 2, Springfield, Chelmsford, CM2 6DA	01245 491 491	01245 452259		<a href="http://www.essex.police.uk">www.essex.police.uk</a>
Fife Constabulary	Detroit Road, Glenrothes, Fife KY6 2RJ	01592 418 888	01592 418 444	<a href="mailto:Fifepolice@fife.police.uk">Fifepolice@fife.police.uk</a>	<a href="http://www.fife.police.uk">www.fife.police.uk</a>
The Forensic Science Service	109 Lambeth Road, London SE1 7LP	0207 230 6556	0207 230 6623	<a href="mailto:Webmktg@fss.org.uk">Webmktg@fss.org.uk</a>	<a href="http://www.forensic.gov.uk/forensic/entry.htm">http://www.forensic.gov.uk/forensic/entry.htm</a>
Gloucestershire Constabulary	Holland House, Landsdown Road, Cheltenham, GL51 6HQ	01242 521 321	01242 221362		<a href="http://www.gloucestershire.police.uk">www.gloucestershire.police.uk</a>
Grampian Police	Queen Street, Aberdeen, AB10 1ZA	01224 386 000	01244 643366	<a href="mailto:Mailbox@grampian.police.uk">Mailbox@grampian.police.uk</a>	<a href="http://www.grampian.police.uk">www.grampian.police.uk</a>
Greater Manchester Police	PO Box 22 (S. West PDO), Chester House, Boyer Street, Manchester M16 0RE	0161 872 5050	0161 856 2666		<a href="http://www.gmp.police.uk/">http://www.gmp.police.uk/</a>
Guernsey Police	Hospital Lane, St Peter Port, GY1 2QN	01481 725 111	01481 256 432	<a href="mailto:Guernseypolice@gtonline.net">Guernseypolice@gtonline.net</a>	<a href="http://www.guernseypolice.org">www.guernseypolice.org</a>
Gwent Police	Croesyceiliog, Cwmbran, NP44 2JX	01633 838 111	01633 865211		<a href="http://www.gwent.police.uk/">http://www.gwent.police.uk/</a>
Hampshire Constabulary	West Hill, Winchester, SO22 5DB	01962 841 500	01962 871 204	<a href="mailto:Postmaster@hampshire.pnn.police.uk">Postmaster@hampshire.pnn.police.uk</a>	<a href="http://www.hampshire.police.uk/">http://www.hampshire.police.uk/</a>
Her Majesty's Customs and Excise	New King's Beam House, 22 Upper Ground, London SE1 9PJ	020 7620 1313	020 7865 5005	<a href="mailto:Webmaster@hmce.gsi.gov.uk">Webmaster@hmce.gsi.gov.uk</a>	<a href="http://www.hmce.gov.uk/">http://www.hmce.gov.uk/</a>
Her Majesty's Inspectorate of Constabulary	50 Queen Anne's Gate, London SW1H 9AT	0207 273 3000			<a href="http://www.homeoffice.gov.uk/hmic/hmic.htm">http://www.homeoffice.gov.uk/hmic/hmic.htm</a>
Her Majesty's Inspectorate of Constabulary (Scotland)	1 W St Andrews House, Regent Road, Edinburgh, EH1 3DG	0131 244 5614	0131 244 5616	<a href="mailto:Katie.wrinn@scotland.gsi.gov.uk">Katie.wrinn@scotland.gsi.gov.uk</a>	<a href="http://www.scotland.gov.uk/hmic/">http://www.scotland.gov.uk/hmic/</a>
HM Prison Service	Cleland House, Page Street, London SW1P 4LN	020 217 6000	020 7217 6403		<a href="http://www.hmprisonservice.gov.uk">www.hmprisonservice.gov.uk</a>
Hertfordshire Constabulary	Stanborough Road, Welwyn Garden City, AL8 6XF	01707 354 000	01707 354409		<a href="http://www.herts.police.uk/main/home.htm">http://www.herts.police.uk/main/home.htm</a>



Name	Postal address	Telephone Number (044)	Fax	E-mail address	Web-site
Home Office	50 Queen Anne's Gate, London SW1H 9AT	0207 273 4000	020 7273 2190		<a href="http://www.homeoffice.gov.uk/">http://www.homeoffice.gov.uk/</a>
Home Office Immigration Service	Apollo House, 36 Wellesley Road, Croydon, CR9 3RR	0208 760 8407	0208 260 8777		<a href="http://194.203.40.90/">http://194.203.40.90/</a>
Humberside Police	Queens Gardens, Kingston-upon-Hull, HU1 3DJ	01482 326 111	01482 226 877	<a href="mailto:Marketing@humpolcdb.karoo.co.uk">Marketing@humpolcdb.karoo.co.uk</a>	<a href="http://www.humberside.police.uk/">http://www.humberside.police.uk/</a>
Isle of Man Police	Glencrutchery Road, Douglas IM2 4RG	01642 631212	01624 628 113		<a href="http://www.isle-of-man.com/generalinformation/police&amp;crime.shtml">http://www.isle-of-man.com/generalinformation/police&amp;crime.shtml</a>
Isle of Man Port Security	Sea Terminal Building, Douglas, Isle of Man, IM2 2RF	01624 821 612	01394 604 929		
Isle of Man Aviation Security	Isle of Man Airport, Ballasalla, Isle of Man IM9 2AS	01624 821612	01624 812 619		
Jersey Police	PO Box 789, St Helier, Jersey JE4 8ZD	01534 612 612	01534 612 613	<a href="mailto:Sip@itl.net">Sip@itl.net</a>	<a href="http://www.cicd.com/services/sjp">www.cicd.com/services/sjp</a>
Kensington and Chelsea Parks Police	London W8 6LU	020 7471 9813	020 7603 0916		<a href="http://www.rbkc.gov.uk/ParksAndGardens/general/police.asp">http://www.rbkc.gov.uk/ParksAndGardens/general/police.asp</a>
Kent County Constabulary	Sutton Road, Maidstone, ME15 9BZ	01622 690 690	01622 654 169	<a href="mailto:Enquiries@kent.police.uk">Enquiries@kent.police.uk</a>	<a href="http://www.kent.police.uk/">http://www.kent.police.uk/</a>
Lancashire Constabulary	PO Box 77, Hutton, Preston, PR4 5SB	01772 614 444	01772 618843	<a href="mailto:Postmaster@lancashire.police.uk">Postmaster@lancashire.police.uk</a>	<a href="http://www.lancashire.police.uk">www.lancashire.police.uk</a>
Larne Harbour Police	Olderfleet Road, Larne Harbour, County Antrim BT40 1AS	028 2887 2137	028 2887 2209		
Leicestershire Constabulary	St Johns, Narborough, Leicester, LE9 5BX	0116 222 2222	0116 284 227		<a href="http://www.leics.police.uk/">http://www.leics.police.uk/</a>
Lincolnshire Police	PO Box 999, Lincoln, LN5 7PH	01522 532 222	01522 558 229	<a href="mailto:Forcehq@lincs.police.uk">Forcehq@lincs.police.uk</a>	<a href="http://www.lincs.police.uk">www.lincs.police.uk</a>
Lothian and Borders Police	Fettes Avenue, Edinburgh, EH4 1RB	0131 311 31 31			<a href="http://www.lbp.police.uk/">http://www.lbp.police.uk/</a>
Merseyside Police	PO Box 59, Liverpool, L69 1JD	0151 709 6010	0151 777 8999		<a href="http://www.merseyside.police.uk/">http://www.merseyside.police.uk/</a>
Mersey Tunnels Police	Goerges Dock Building, Pier Head, Liverpool, L21 1JD	0151 949 1212	0151 346 9699		
Metropolitan	New Scotland Yard,	020 7230		<a href="http://www.newscotland.yard">New.Scotland.yard</a>	<a href="http://www.met.police.uk">www.met.police.uk</a>

Name	Postal address	Telephone Number (044)	Fax	E-mail address	Web-site
Police Service	Broadway, London, SW1H 0BG	1212		<a href="mailto:@met.police.uk">@met.police.uk</a>	
Ministry of Defence Police	Headquarters, MDP, Wethersfield, Braintree, Essex CM7 4AZ	01371 854 000	01371 854 030	<a href="mailto:Public@ministers.mod.uk">Public@ministers.mod.uk</a>	<a href="http://www.mod.uk/mdp/">http://www.mod.uk/mdp/</a>
National Association for the Care and Resettlement of Offenders	Nacro, 169 Clapham Road, London, SW9 0PU	020 7582 6500			<a href="http://www.nacro.org.uk/">http://www.nacro.org.uk/</a>
National Black Police Association	Home Office 50 Queen's Anne Gate, London, SW1H 9AT	020 7273 3249	020 7273 4555	<a href="mailto:Nbpa@nationalbpa.com">Nbpa@nationalbpa.com</a>	
National Centre for Policing Excellence (NCPE)	REGUS House 1010 Cambourne Business Park Cambourne Cambridge CB3 6DP	0870 3510264			<a href="http://www.centrex.police.uk">www.centrex.police.uk</a>
National Criminal Intelligence Service (NCIS)	PO Box 8000, London SE11 5EN	0207 238 8115	0207 238 8112	<a href="mailto:London@ncis.x.gsi.gov.uk">London@ncis.x.gsi.gov.uk</a>	<a href="http://www.ncis.co.uk">http://www.ncis.co.uk</a>
National Crime Squad (NCS)	PO Box 2500, London SW1V 2WF	020 7238 2500	020 7238 2520	<a href="mailto:info@ncs.police.uk">info@ncs.police.uk</a>	<a href="http://www.nationalcrimesquad.police.uk/">http://www.nationalcrimesquad.police.uk/</a>
National Specialist Law Enforcement Centre	PO Box 208, Bedford, MK44, 3WA	0870 241 5641	01480 950		<a href="http://www.centrex.police.uk/web/business/law.html">http://www.centrex.police.uk/web/business/law.html</a>
National Training Centre for Scientific Support to Crime Investigation	Harperley Hall, Fir Tree, Crook, County Durham, DL15 8DS	01388 762 191	01388 766 883		<a href="http://www.centrex.police.uk/web/business/scientific.html">http://www.centrex.police.uk/web/business/scientific.html</a>
Newham Parks Constabulary	The Police Office, Central Deport, Folkstone Road, East Ham, London E6 6BX	020 8430 3973			<a href="http://www.newham.gov.uk/democracy/index.htm">http://www.newham.gov.uk/democracy/index.htm</a>
Norfolk Constabulary	Falconers Chase, Wymondham, Norfolk NR18 0WW	01953 42 42 42	01953 424 299	<a href="mailto:Media@norfolk.police.uk">Media@norfolk.police.uk</a>	<a href="http://www.norfolk.police.uk/">http://www.norfolk.police.uk/</a>
Northamptonshire Police	Wooton Hall, Northampton, NN4 0JQ	01604 700 700	01604 703028	<a href="mailto:Police@northants.police.uk">Police@northants.police.uk</a>	<a href="http://www.northants.police.uk/">http://www.northants.police.uk/</a>
Northern Constabulary	Old Perth Road, Inverness, IV2 3SY	01463 715 555	01463 230 800	<a href="mailto:Executive@north.police.uk">Executive@north.police.uk</a>	<a href="http://www.northern.police.uk/">http://www.northern.police.uk/</a>
Northern Ireland Office	Block B Castle Buildings Belfast Northern Ireland BT4 3SG	028 9052 0700	028 9052 8195	<a href="mailto:press.nio@nics.gov.uk">press.nio@nics.gov.uk</a>	<a href="http://www.nio.gov.uk/">http://www.nio.gov.uk/</a>
Northern Ireland	Dundonald House,	028 9052			<a href="http://www.nipris">http://www.nipris</a>

Name	Postal address	Telephone Number (044)	Fax	E-mail address	Web-site
Prison Service	Upper Newtownards Road, Belfast, BT4 3SU	2922			onservice.gov.uk/
Northumbria Police	Ponteland, Newcastle upon Tyne, NE20 0BL	01661 872 555	01661 869 788		<a href="http://www.northumbria.police.uk/">http://www.northumbria.police.uk/</a>
North Wales Police	Colwyn Bay, LL29 8AW	01492 517 171	01492 511 232		<a href="http://www.north-wales.police.uk/">http://www.north-wales.police.uk/</a>
North Yorkshire Police	Newby Wiske Hall, Northallerton, DL2 9HA	01609 783 131	01609 789 213		<a href="http://www.northyorkshire.police.uk/">http://www.northyorkshire.police.uk/</a>
Nottinghamshire Police	Sherwood Lodge, Arnold, Nottingham, NG5 8PP	0115 967 099	0115 967 0900		<a href="http://www.nottinghamshire.police.uk/">http://www.nottinghamshire.police.uk/</a>
Police Complaints Authority	10 Great George Street, London, SW1P 3AE	020 7273 plus extension	020 7273 6401		
Police Federation of England and Wales	15/17 Langley Road, Surbiton, Surrey, KT6 6LP	020 8335 1000			<a href="http://www.polfed.org/main_frame.htm">http://www.polfed.org/main_frame.htm</a>
Scottish Police Federation	5 Woodside Place, Glasgow, G3 7QF	0141 332 5234	0141 331 2436		
Police Information Technology Organisation (PITO)	Hendon Data Centre, Aerodrome Road, Colindale, London NW9 5JE	020 8358 5699			<a href="http://www.pito.org.uk/">http://www.pito.org.uk/</a>
Police Service of Northern Ireland	Brooklyn, Knock Road, Belfast, BT5 6LE	028 9065 0222	028 9070 0029		<a href="http://www.psnipolice.uk">www.psnipolice.uk</a>
Police Superintendents Association of England and Wales	67A Reading Road, Pangbourne, Berkshire, RG8 7JD	0118 984 4005	0118 984 5642	<a href="mailto:Enquiries@policesupers.com">Enquiries@policesupers.com</a>	<a href="http://www.policesupers.com">www.policesupers.com</a>
Association of Scottish Police Superintendents	Strathclyde Police Headquarters, 173 Pitt Street, Glasgow G2 4JS	0141 221 5796	0141 221 8407	<a href="mailto:Office.manager@scottishpolicessupers.co.uk">Office.manager@scottishpolicessupers.co.uk</a>	
Port of Bristol Police	Royal Portbury Dock, Bristol BS20 7XQ	0117 982 0000	0117 938 0205	<a href="mailto:Port.police.bristolport.co.uk">Port.police.bristolport.co.uk</a>	
Port of Dover Police	Police Station, Eastern Docks, Dover CT16 1JA	01304 216 084	01304 211 059	<a href="mailto:pr@doverport.co.uk">pr@doverport.co.uk</a>	<a href="http://www.doverport.co.uk/index2.2.html">http://www.doverport.co.uk/index2.2.html</a>
Port of Falmouth Police	The Falmouth Docks and Engineering Co Ltd, The Docks, Falmouth, Cornwall, TR11	01326 212 100	01326 319 433		

Name	Postal address	Telephone Number (044)	Fax	E-mail address	Web-site
	4NR				
Port of Felixstowe Police	The Dock, Felixstowe, Suffolk, IP11 3SY	01394 604 747	01394 604 929		
Port of Liverpool Police	Liverpool Freeport L21 1JD	0151 949 1212	0151 949 6399	<a href="mailto:port.police@merseydock.co.uk">port.police@merseydock.co.uk</a>	
Port of Tilbury Police	Police Station, Tilbury Freeport, Essex RM18 7 DU	01375 846 781	01375 852 404	<a href="mailto:Port.police@tinworld.com">Port.police@tinworld.com</a>	
Royal Air Force Police	RAF Henlow, Bedfordshire, SG16 6DN	01462 851515			<a href="http://www.raf.mod.uk/rafhome.html">http://www.raf.mod.uk/rafhome.html</a>
Royal Botanic Gardens Constabulary	The Royal Botanic Gardens, Kew, Richmond, Surrey, TW9 3AB	020 8332 5121		<a href="mailto:J.bowers@rbgkew.org.uk">J.bowers@rbgkew.org.uk</a>	<a href="http://www.rbgekew.org.uk/">http://www.rbgekew.org.uk/</a>
Royal Marines Police	West battery, Whale Island, Portsmouth, Hampshire PO2 8DX	023 9254 7548			<a href="http://www.royal-navy.mod.uk/static/pages/141.html">http://www.royal-navy.mod.uk/static/pages/141.html</a>
Royal Military Police	Rousillon Barracks, Chichester, West Sussex, PO19 4BN	01243 53 4342	01243 534 340	<a href="mailto:rhq@rhqrmfreeserve.co.uk">rhq@rhqrmfreeserve.co.uk</a>	<a href="http://www.rhqrmfreeserve.co.uk/">http://www.rhqrmfreeserve.co.uk/</a>
Royal Navy Regulating Branch	Victory Building, HM Naval Base, Portsmouth, PO1 3LS	023 272 7243			<a href="http://www.royal-navy.mod.uk/">http://www.royal-navy.mod.uk/</a>
Royal Parks Constabulary	The Old Police House, Hyde Park, London W2 2UH	020 7298 2000	020 7298 2059		<a href="http://www.royal-parks.gov.uk/">http://www.royal-parks.gov.uk/</a>
Scottish Drug Enforcement Agency	Osprey House, Inchinnan Road, Paisley, PA3 2RE	0141 302 1000	0141 302 1099		<a href="http://www.drug-misuse.isdscotland.org/index.shtml">http://www.drug-misuse.isdscotland.org/index.shtml</a>
Scottish Executive Justice Department	St Andrews House, Regent Road, Edinburgh, EH1 3DG	0131 556 8400	0131 244 2121		<a href="http://www.scotland.gov.uk/who/dept_justice.asp">http://www.scotland.gov.uk/who/dept_justice.asp</a>
Scottish Police College	Tulliallan Castle, Kincardine, Alloa, Clackmannan-shire, FK10 4BE	01259 732 000	01259 732100		<a href="http://www.tulliallan.police.uk/">http://www.tulliallan.police.uk/</a>
Scottish Police Information Strategy	Scottish Police Information Strategy, 3 Atlantic Quay, York Street, Glasgow G2 8JH	0141 582 1000	0141 572 1075		<a href="http://www.spis.police.uk/">http://www.spis.police.uk/</a>
Scottish Prison Service	Carlton House, 5 Redheughs Rigg, South Gyle, Edinburgh HE12 9HW	0131 244 8745	0131 244 8774	<a href="mailto:Gailinfo.sps.gov.uk">Gailinfo.sps.gov.uk</a>	<a href="http://www.sps.gov.uk/">http://www.sps.gov.uk/</a>
The Security	The Enquiries Desk	020 7930			<a href="http://www.mi5.gov.uk/">http://www.mi5.gov.uk/</a>

Name	Postal address	Telephone Number (044)	Fax	E-mail address	Web-site
Service	PO Box 3255 London SW1P 1AE	9000			ov.uk/
Serious Fraud Office	Elm House, 10-16 Elm Street, London WC1X 0BJ	020 7239 7272	020 7837 1689	<a href="mailto:public.enquiries@sfo.gsi.gov.uk">public.enquiries@sfo.gsi.gov.uk</a>	<a href="http://www.sfo.gov.uk/">http://www.sfo.gov.uk/</a>
Skills for Justice	9 Riverside Court Don Road Sheffield S9 2TJ	0114 261 1499			www.skillsforjustice.com
South Wales Police	Cowbridge Road, Bridgend, CF31 3SU	01656 655 555	016 56 869 399		<a href="http://www.south-wales.police.uk/">http://www.south-wales.police.uk/</a>
South Yorkshire Police	Snig Hill, Sheffield, S3 8LY	0114 220 2020	0114 252 3243	<a href="mailto:Pressoffice@southyorks.police.uk">Pressoffice@southyorks.police.uk</a>	<a href="http://www.southyorks.police.uk/">http://www.southyorks.police.uk/</a>
Staffordshire Police	Cannock Road, Stafford, ST17 0QG	01785 257717	01785 232 563	<a href="mailto:media.staffs.police@cwcom.net">media.staffs.police@cwcom.net</a>	<a href="http://www.staffordshire.police.uk/">http://www.staffordshire.police.uk/</a>
Strathclyde Police	173 Pitt Street, Glasgow, G2 4JS	0141 532 2000	0141 532 2475	<a href="mailto:Strathpol.exec@virgin.net">Strathpol.exec@virgin.net</a>	www.strathclyde.police.uk
Suffolk Constabulary	Martlesham Heath, Ipswich, IP5 3QS	01473 613 500	01473 610 577	<a href="mailto:Headquarters@suffolk.police.uk">Headquarters@suffolk.police.uk</a>	<a href="http://www.suffolk.police.uk/">http://www.suffolk.police.uk/</a>
Surrey Police	Mount Browne, Sandy Lane, Guildford, GU3 1HG	01483 571212	01483 300 279	<a href="mailto:Chiefconstable@surrey.police.uk">Chiefconstable@surrey.police.uk</a>	www.surrey.police.uk
Sussex Police	Malling House, Lewes, BN7 2DZ	0845 6070 999	01273 404 274	<a href="mailto:Chief.constable.sussex.police.uk">Chief.constable.sussex.police.uk</a>	<a href="http://www.sussex.police.uk/">http://www.sussex.police.uk/</a>
Tayside Police	PO Box 59, West Bell Street, Dundee, DD1 9JU	01382 223 200	01382 200 449	<a href="mailto:Forcedev@tayside.police.uk">Forcedev@tayside.police.uk</a>	www.tayside.police.uk
Tees and Hartlepool Harbour Police	Harbour Masters Office, Tees Dock, Grangeborough Middles-borough, Cleveland, TS6 6UD	01642 277 216	01642 277 227		
Thames Valley Police	Kidlington, Oxon, OX5 2NX	01865 846 000	01865 846 160		<a href="http://www.thamesvalley.police.uk/">http://www.thamesvalley.police.uk/</a>
UK Atomic Energy Authority Constabulary	UKAEA, Building E6, Culham Science Centre, Abingdon, Oxfordshire, OX14 3DB	01235 46 3756		<a href="mailto:Constabularyrecruitment@ukaea.org.uk">Constabularyrecruitment@ukaea.org.uk</a>	www.ukaea.org.uk/about/constab.htm
University of Cambridge Constables	The University Marshal, 1 St Mary's Passage, Cambridge, CB2 3PQ	01223 333314	01223 333314	<a href="mailto:mee20@hermes.cam.ac.uk">mee20@hermes.cam.ac.uk</a>	

Name	Postal address	Telephone Number (044)	Fax	E-mail address	Web-site
Victim Support	Victim Support National Office, Cranmer House, 39 Brixton Road, London SW9 6DZ.	020 7735 9166	020 7582 5712	<a href="mailto:Contact@victimsupport.org.uk">Contact@victimsupport.org.uk</a>	<a href="http://natiasso03.uuhost.uk.uu.net/about.htm">http://natiasso03.uuhost.uk.uu.net/about.htm</a>
Wandsworth Parks Constabulary	The Police Office, Battersea Road, London SW11 4NJ	020 8871 6789	020 7223 2750	<a href="mailto:Parks@wandsworth.gov.uk">Parks@wandsworth.gov.uk</a>	<a href="http://www.wandsworth.gov.uk/parks/default.htm">http://www.wandsworth.gov.uk/parks/default.htm</a>
Warwickshire Constabulary	PO Box 4, Leek Wooton, Warwick, CV35 7QB	01962 415 000	01926 415 188		<a href="http://www.warwickshire.police.uk/">http://www.warwickshire.police.uk/</a>
West Mercia Constabulary	Hindlip Hall, Hindlip, PO Box 55, Worcester, WR3 8SP	01905 723 000	01905 454 266	<a href="mailto:Webmaster@westmercia.police.uk">Webmaster@westmercia.police.uk</a>	<a href="http://www.westmercia.police.uk">www.westmercia.police.uk</a>
West Midlands Police	PO Box 52, Lloyd House, Colmore Circus, Queensway, Birmingham, B4 6NQ	0845 113 5000		<a href="mailto:Mailmaster@westmidlands.police.uk">Mailmaster@westmidlands.police.uk</a>	<a href="http://www.westmidlands.police.uk/">http://www.westmidlands.police.uk/</a>
West Yorkshire Police	PO Box 9, Wakefield, WF1 3QP	01924 375 222	01924 293 999		<a href="http://www.westyorkshire.police.uk/">http://www.westyorkshire.police.uk/</a>
Wiltshire Constabulary	London Road, Devizes, SN10 2DN	01380 722 341	01380 734135	<a href="mailto:Webmaster@wiltshire.police.uk">Webmaster@wiltshire.police.uk</a>	<a href="http://www.wiltshire.police.uk/">http://www.wiltshire.police.uk/</a>
York Minster Police	St Williams College, 4-5 College Street, York YO1 7JF	(0)1904 557216	(0)1904 557201	<a href="mailto:info@yorkminster.org">info@yorkminster.org</a>	<a href="http://www.yorkminster.org/police.htm">http://www.yorkminster.org/police.htm</a>