



# Recruiting A Multi Racial Police Force A Research Study

**Carol Archbold**



## **Recruiting A Multi Racial Police Force A Research Study:**

**Recruiting a Multi-racial Police Force** Simon Holdaway, 1991-01-01 At the beginning of 1990 there were 1306 officers from minority ethnic groups in the police forces of England and Wales just one percent of police strength Concern about under representation of the ethnic minorities in the police service has led to a number of police recruitment initiatives in recent years with varying emphasis on the reasons behind the problem and the strategies that might be undertaken to combat it This report describes an 18 month research project which looked at specific police initiatives and general policies to recruit members of ethnic minorities The findings show that ethnic minority recruitment is an issue which touches on a very broad range of police policies and practices and will be of interest to everyone concerned with formulating and implementing policies that recognize the multi racial nature of our society and create equal opportunities within it

**Resigners? The Experience of Black and Asian Police Officers** Anne-Marie Barron, Simon Holdaway, 2016-07-27 Based on interviews with black Asian and white resigners from the police this book analyses the ways in which mundane features of employment within constabularies racialize the work of officers and leads to a decision to resign It is argued that the occupational culture of policing remains a key context for the racialization of relationships between officers from majority and minority ethnic groups This book adds to sociological and criminological research by grounding racialized relations within the reality of day to day work

**Ethnicity And Crime: A Reader** Spalek, Basia, 2008-07-01 Basia Spalek has compiled an excellent reader about a much researched and highly sensitive subject Crucially she contextualises ethnicity and crime within broadly defined social and intellectual contexts avoiding the limitation of all too frequently repeated research based solely on statistical measures and policy evaluations Simon Holdaway Professor of Criminology and Sociology Sheffield University Issues in relation to race and ethnicity have generated substantial and ever growing interest from and within a multitude of academic research and policy contexts This book brings together important material in race and ethnic studies and provides different ways of thinking about race and ethnicity in relation to crime and the criminal justice system Ethnicity and Crime A Reader consists of a collection of works that capture the main themes that arise from within this vast area of work It is divided into five sections Race and crime racial discrimination and criminal justice The racialisation of crime Social political and cultural contexts Race ethnicity and victimisation Self and discipline reflexivity Ethnic identities and crime Ethnic identities institutional reflexivity and crime Each section contains recurring and overlapping themes and includes many different ways of thinking about race and ethnicity in relation to crime It spans theoretical approaches that might be labelled as positivist critical race analyses left realist approaches feminist as well as post modern perspectives This is the first title in the new series Readings in Criminology and Criminal Justice and follows the series format of thematic sections together with an editor s introduction to the complete volume and an introduction to each section

*Racism and Public Policy* Y. Bangura, R. Stavenhagen, 2005-04-05 In a time when racism is on the rise as a source of conflict and social justice

has been increasingly demanded by the civic society this collection stands as a timely reminder that to ignore the racial factor in the globalization forces is as mistaken as eliminating class analysis The essays published here supplement the literature of comparative race relations from the standpoint of the theory of institutional racism and its effect on public policies such as immigration citizenship security and policing      *Recruiting a Multi-racial Police Force: a Research Study* Great Britain. Home Office,1991      Anti-Racist Probation Practice Lena Dominelli,2017-03-02 The probation service has committed itself to anti racist initiatives and those promoting equal opportunities for some time However the experiences of black people whether as workers or clients indicates that the realities of day to day practice are far removed from this Moreover the picture is just as bleak if not even more so in other parts of the criminal justice system including the judiciary and the prison service Anti Racist Probation Practice addresses this conundrum and drawing on the experiences of black people makes practical proposals for moving forward in non tokenistic ways These include core areas of practice for example court reports monitoring systems resource allocation and working relations Arguing that process procedures and outcomes in the work done must be taken together if individual institutional and cultural racism are to be eradicated the book shows that anti racist probation practice must be taken seriously by both black and white people if it is to materialise      *Urban Crime Prevention, Surveillance, and Restorative Justice* Paul Knepper,Jonathan Doak,Joanna Shapland,2017-09-20 Crime prevention surveillance and restorative justice have transformed the response to crime in recent years Each has had a significant impact on policy introducing new concepts and reassessing traditional aims and priorities While such efforts attract a great deal of criminological interest they tend to be discussed within separate and discr      **The Racialisation of British Policing** Simon Holdaway,1996-03-06 Drawing extensively on his own and others research Simon Holdaway argues that to understand manifestations of race within and outside the police we need to analyse processes of racialisation previously ignored by the untheoretical emphases of much of criminology Importantly he analyses how race is manifested within the organisational and cultural contexts of British policing Laced with quotations from research contemporary policy documents and other sources this is a graphic and compelling account of racialised relations within police work which will appeal to students on a very wide range of social science degrees from sociology to police studies      *Policing beyond Macpherson* Mike Rowe,2013-06-17 The book will explore the impact of the Lawrence Report since it was published in 1999 Upon publication Home Secretary Jack Straw promised that the Macpherson Inquiry would lead to real change in the policing of minority ethnic communities in Britain Several senior police officers made similar pledges and insisted that the benchmark against which their commitment should be judged should be the extent to which progress was made on the ground In the aftermath of the report a host of initiatives have addressed issues ranging from police liaison with victims first aid training to stop and search procedures and police complaints As well as exploring the many ways in which the Lawrence Report has impacted on the police service and on society more widely this collection assesses the extent to which in

retrospect the Macpherson Inquiry has led to significant changes to policing and highlights areas where future efforts ought to be concentrated

**Racism in the Criminal Justice System** University of Toronto. Centre of Criminology, 1995

*Questioning Crime and Criminology* Moira Peelo, Keith Soothill, 2013-01-11 Aimed at criminology students this text focuses on the key issues associated with crime social regulation and control and social responsibility It questions the clichés associated with public discussion of crime by acknowledging the common frameworks within which crime and criminality are explored

**Law and Order** Frank Gregory, Francis Edward Coulton Gregory, Graeme Milne, 1994

*Criminal Justice* Peter Joyce, 2016-04-28 This new and expanded edition builds upon material from the highly successful first edition A comprehensive textbook on the criminal justice system the book assesses the main theories concerned with the causes of crime including white collar and corporate crime discusses the operation of all key criminal justice agencies including the police probation and prison services and the legal and youth justice systems and identifies the main themes underpinning contemporary criminal justice policy Key additions include updated material from the first edition incorporating changes to criminal justice policy introduced by the 2010 Coalition government a new chapter that presents an overview of the criminal justice system discussions of the evolving EU criminal justice system and the implications of this for UK criminal justice policy The book is an ideal text for students taking courses in criminal justice or studying criminal justice as a component of a broader course in criminology or the social sciences and practitioners within these fields It is written in a highly accessible manner and has a wide range of features that include questions key chapter themes a timeline of main events a glossary of key terms a website resource guide

*Crime and Deviance* Tony Lawson, Tim Heaton, 2009-11-27 What do sociologists mean when they talk about crime and deviance Can we use theory to explain why individuals break the law And how do we measure criminal behaviour in modern society This book uses key concepts and essential theory to explore these questions and explain their answers The second edition of this student focused text continues to offer clear and structured guidance on the sociology of crime and deviance With basic definitions and clear analysis of theory and statistics this book gives its reader the tools to build their knowledge and understanding of the topic In particular this text Explores and critiques essential sociological theory including functionalist feminist and postmodernist debates Examines how criminal justice data and crime statistics are compiled Questions the reliability of social patterns of crime in terms of gender class age and ethnicity Looks at new types of crime from surveillance to terrorism and green crime to state crime As part of the Skills Based Sociology series this new edition of Crime and Deviance is packed with a variety of tasks activities and exam practice questions These encourage students to take an active role in their learning whilst promoting critical thinking alongside skill development This book is the perfect starting point for students keen to understand the sociology of crime and deviance as well as an excellent source for revision

*The Prevention and Security Policies in Europe* Patrick Hebberecht, 2002

**Police in a Multicultural Society** David E. Barlow, Melissa Hickman Barlow, 2018-04-10 Social political and economic relationships

played key roles in the historical development of the police The authors present policing strategies from the vantage points of marginalized communities and emphasize the intersection of attitudes about class race ethnicity gender and sexual orientation with policies Police practices cannot be class neutral in a class society nor can they be race neutral or gender neutral in a racist sexist and heterosexist society The key to understanding the relationship between the police and society is to think critically about the role of power and interests The second edition includes a new chapter in the section on the police and rebellion covering recent events There is also a new chapter on Latino a police officers and an expanded chapter on LGBTQ police officers Without meaningful social change toward greater justice police reforms such as community policing and training in cultural diversity will fall short of creating an institution characterized by fairness and equality for all members of society A clear view of history is essential for understanding the challenges a more diverse police force faces in today s multicultural environment

**Policing** Carol Archbold,2012-10-17 The free open access Student Study Site at [sagepub.com/archbold](http://sagepub.com/archbold) features eFlashcards self quizzes Sage journal articles web resources video and audio links and more

Book Jacket *Resources in Education* ,1998 *Creating Justice in a Multiracial Democracy* Alan Curtis,2024-10-25

American democracy is at an inflection point Will we stride toward the 22nd century with evidence and will Or will we lurch fearfully backwards reinscribing the white supremacist domination of the 19th century After hundreds of urban protests in the 1960s the presidential Kerner Commission composed mainly of privileged white men concluded It is time to make good the promise of American democracy to all citizens urban and rural white and Black Spanish surname American Indian and every minority group Today it still is time to reduce racial injustice economic inequality and poverty Since the Kerner Commission there has been little or no progress in some areas and in other ways things have gotten worse Yet the visionaries on these pages are passionate about how the problem is not lack of resources nor a dearth of knowledge on the economic education youth investment criminal justice public health and housing policies that work Rather the problem is that America still does not have the new will the Kerner Commission concluded was needed to scale up what works How to create new will We need to identify those who are thwarting majoritarian preferences Use strengthened voter rights and new messaging techniques to advance Dr King s economic justice movement based on both class and race Weave the middle class into the coalition Know that perfect unity is not necessary for effective collaboration Better expose the exploitation of Americans by the privileged and the rigged system with its big myth of market fundamentalism Make clear how that exploitation is smoke screened by cultural deniers Build moral language and moral fusion coalitions to revive the heart of democracy and advance a Third Reconstruction Recover a moral commitment to long term struggle Balance outraged intensity with bridge building persuasion Don t just preach to the choir but recognize that the choir is where to use John Lewis phrase good trouble starts Strengthen the role of nonprofit organizations Base action on evidence and science not on ideology supposition disinformation and misinformation Advocate for how universities can better engage their communities And create a Harry

Belafonte like infrastructure of hope and empathy through the visual arts monuments and the performing arts Through this book and through its companion volume the republication of the original Kerner Report of 1968 we commit to enhancing the movement and healing our divided society Book Features Brings together public and private sector decision makers seminal thinkers activists advocates students and commonsense change oriented scholars to address a broad range of economic education youth investment criminal justice public health and housing issues requiring urgent action Cuts through campaign rhetoric to focus on evidence and science not on ideology supposition disinformation and misinformation Examines what we have learned since the Kerner Commission and updates trends in economic education police reform youth development public health and housing policies Identifies what works and what doesn't work Offers core lessons and takeaways for creating new political will to reduce racial and economic injustice inequality and poverty Contributors William Barber Director Center for Public Theology and Public Policy Yale University Co Chair The Poor People's Campaign MacArthur Fellow Branville Bard Jr Vice President Public Safety Chief of Police Johns Hopkins University Sindy M Benavides President and CEO Latino Victory Jared Bernstein Chair White House Council of Economic Advisors Cornell William Brooks Professor of the Practice of Public Leadership and Social Justice Kennedy School of Government Harvard University LaTosha Brown Co Founder Black Voters Matter Fund Elliott Currie Professor of Criminology Law and Society University of California Irvine Linda Darling Hammond President and CEO Learning Policy Institute Professor of Education Emeritus Stanford University Robert Faris Senior Researcher Berkman Center for Internet and Society Harvard University Law School Michael Feuer Dean School of Education and Human Development George Washington University Nazgol Ghandnoosh Co Director of Research The Sentencing Project Neil Gross Professor of Sociology Colby College George Huynh Executive Director Vietnamese American Initiative for Development VietAid John Jackson President and CEO Schott Foundation for Public Education Judith LeBlanc Executive Director Native Organizers Alliance Carlton Mackey Co Creator Co Director Arts and Social Justice Fellows Program Emory University Justin Milner Executive Vice President of Evidence and Evaluation Arnold Ventures Margaret Morton Director Program on Creativity and Free Expression Ford Foundation Janet Murguia President and CEO UnidosUS Naomi Oreskes Professor of the History of Science Harvard University Claudia Pena Executive Director For Freedoms Lisa Rice President and CEO National Fair Housing Alliance Loretta Ross Professor for the Study of Women and Gender Smith College MacArthur Fellow Richard Rothstein Senior Fellow Economic Policy Institute Author The Color of Law Anat Shenker Osorio Founder ASO Communications Brooke Smiley Lecturer Department of Theater and Dance University of California Santa Barbara Herbert C Smitherman Professor of Medicine Wayne State University Dorothy Stoneman Founder YouthBuild MacArthur Fellow Ray Suarez Former Anchor PBS News Hour Host World Affairs KQED FM Kim Taylor Thompson Professor of Clinical Law New York University Law School Lisa Richards Toney President and CEO Association of Performing Arts Professionals Randi Weingarten President and CEO American Federation of Teachers Michelle

Williams Professor of Epidemiology and Public Health Harvard University Valerie Wilson Director Program on Race Ethnicity and the Economy Economic Policy Institute Felicia Wong President and CEO Roosevelt Institute Julian Zelizer Professor of History and Public Affairs Princeton University CNN Analyst     **Policewomen and Equality** Sandra Jones, 1986-11-01

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