13th Jerry Lee Capitol Hill Symposium on Evidence-Based Crime Policy

Chief Constable Sara Thornton CBE QPM

Policing as a Profession
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Policing as a Profession

BBC Radio 4 ‘Any Questions?’
2 February 2013 Ken Clarke MP
The Case for Professionalising the Police

• Democratic Accountability
  – The link between police and civil society

• Legitimacy
  – Perception of fairness & ethical standards = compliance

• Evidence-Based
  – Building researched and tested best practice

• National/International Coherence
  – Local delivery still requires national interoperability

• Capable, Competent and Cost effective
  – Budget cuts demand efficiency and effectiveness

What is a Profession?

• Possession and use of expert or specialist knowledge
• Exercise of autonomous thought and judgement
• Commitment to a set of principles

Hoyle and John (1995) Professional Knowledge and Professional Practice
Approaches to Professional Knowledge

- **Classical** - A broad university based education and specific expertise
- **Trade** - Practical training and building expertise through experience
- **Technocratic** - Rational, scientific approach, standardised training and formal control of entry
- **Reflective or creative-interpretive** - Learning through action and reflection, making judgments in uncertain contexts

*Lester (2010) On Professions and Being Professional*
The College of Policing Objectives

• To protect the public interest
• To set and continue to enhance national standards of professionalism to ensure excellence in operational policing
• To identify and use evidence of ‘what works’
• To enable professional development of officers and staff
• To enable and motivate staff and partners to work together to achieve a shared purpose
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