



The Paul McKeever  
Policing Scholarship  
**2014**



Progression through Research | MPF & CCCU collaboration

## The Paul McKeever Policing Scholarship

We would like to launch the inaugural year (2014) of this Paul McKeever Policing Scholarship supporting research into Policing through our first collaboration with Canterbury Christ Church University. In establishing this Scholarship the Metropolitan Police Federation recognise the commitment and dedication given to the Police Federation by their former Chairman, colleague and friend, Paul McKeever.

We are grateful to his family who, through his wife Charmaine, agreed to allow us to use his name in association with this scholarship. We think the following news article explains why Paul's name is so fitting to this scholarship and why the idea of this scholarship is such a fitting tribute to him.

On 18th January 2013 *The Guardian* stated the following when reporting the untimely death of Paul McKeever;

'When Paul McKeever announced last summer his intention to retire, he acknowledged the fight ahead that the federation faced.

*"I cannot stay within a service that is having the office of constable attacked, police officers denigrated and public safety put at risk. I will be able to fight freely outside the service; I may be retiring but I will not stop fighting for what is right and for public safety,"* he said.'

These words hold the intention of a man passionately committed to Policing, and to ensuring that those that deliver policing services are properly acknowledged and rewarded for doing so. To fulfil this wish to deliver the improvements he sorely wanted to see, the Metropolitan Police Federation, in collaboration with Canterbury Christ Church University, have set up this Scholarship. In honour of the passion and dedication he brought to Policing we wanted to carry on McKeever's legacy by continuing to influence and improve Policing within England and Wales.

The Scholarship is funded by contributions and awarded to students who wish to study matters pertaining to policing that predominantly focus on improving the working conditions and environment for police personnel, and thereby improve the delivery of policing. The scholarship is not politically affiliated or motivated, and recognises the diverse opinions that policing creates. It is solely concerned with researching evidence to promote improvement.

We will identify issues within policing that we would like to see purposefully studied so that we can better understand the issues and thereby see possible solutions or recommendations. Successful candidates will be applying to complete their studies on one of our chosen topics and will be expected to deliver a full masters dissertation at the conclusion of their research, along with an operational report with recommendations to make improvements or to seek change.

The reports will be retained by the Police Federation for their use and published where deemed appropriate.

The scholarship will pay the complete fee for the Masters in Research programme. We are particularly keen to see the report completed over a calendar year but are primarily interested in the best candidates with the strongest application for the award and will therefore consider applicants requiring a longer time frame.

We welcome any application from any suitable person wishing to undertake the programme who can demonstrate a commitment to study and completion of this challenging Msc by Research in Policing. Candidates are required to be of good standing to be suitably associated with the granting of this fund from the Police Federation.

We would therefore welcome suitable candidates to apply for a scholarship by completing an application form and selecting a maximum of three of our chosen categories in order of preference. The closing date for our 2014-15 fund is 30<sup>th</sup> April 2014.

Dennis Weeks

MPF Deputy General Secretary

# **The Metropolitan Police Federation (MPF) in collaboration with Canterbury Christ Church University (CCCU) - Department of Law and Criminal Justice**

## **Invite Applications for Six (6) MSc Research Scholarships in Policing Academic Year 2014-15 - Closing Date 30 April 2014**

The MPF and CCCU invite applications for six full-time or part-time scholarships in policing, commencing September 2014.

The MPF are offering these scholarships in order to improve the evidence base of knowledge concerning policing to both facilitate evidence based decision-making and to consider future risks around various areas of policing today.

CCCU has been involved in teaching policing (both pre and in service) and conducting research in this area for 20 years and staff within the Department of Law and Criminal Justice have a wide range of experience both academically and practically within the field of policing. Therefore, successful applicants will join a leading policing institution and become part of a community of research students with access to a range of police knowledge and expertise.

As the scholarships are being funded by the MPF there will be an expectation on the students to deliver both an academic dissertation for the purpose of achieving their MSc, and also an operational output with practical recommendations for the Federation's needs. You will have access to a tutor who will be able to assist with the development of this output although, in the current environment of operational research and evidence base practice, this is another form of development for the successful applicants. This will enhance both vocational and transferable skills.

The MPF have identified **14 key areas of required research** (see overleaf). Prospective students will be asked to specify a maximum of three areas they would like to be considered for researching. If selected, they will base their MSc study upon one of the chosen areas identified in their application. Successful candidates will be told which of their chosen areas they have been selected to complete.

As these scholarships are being conducted in collaboration with the MPF, access to data and staff, where relevant/possible, will be facilitated by them.

Applicants will be expected to have a 2:1 or above in a relevant social science discipline (e.g. criminology, psychology, policing, sociology).

Contact Emma Williams ([emma.williams@canterbury.ac.uk](mailto:emma.williams@canterbury.ac.uk)) for further details about the project.

For application details please contact Sarah Massey ([sarah.massey@canterbury.ac.uk](mailto:sarah.massey@canterbury.ac.uk)).

# Topics for Scholarship Application - 2014

- 1: Talent management** - Project focused on more generic 'talent management' aiming to identify what is currently done in the organisation to recognise talent more generically in officers, as opposed to those on High Potential Development Schemes or other similar talent programmes.
- 2: Retention** – Project aimed at examining exit interview data internally and undertaking some qualitative interviews with officers who have recently left the MPS. By exploring the drivers of these decisions the Federation can consider the longer-term implications of this on the workforce.
- 3: Training** – Project exploring the leadership training given to ranks of sergeant and above. This would allow understanding of the training input on staff development, different styles of leadership etc.
- 4: Training** - Project aiming to explore the methods used to deliver training such as NCALT. Consider what officers think about the value of the training, what might be missing and what do they perceive the impact of those gaps to be?
- 5: Diversity** - Project aimed at exploring the assumption that the police should reflect the community it serves. How important is this over how they are dealt with by the police? Currently internal proposals aimed at positive action initiatives have not been preceded by any evidence about what communities want. External evidence from procedural justice and confidence research suggests that ALL the public have the same needs of the police interaction. Additionally anecdotal evidence to the MPF suggests that this has negative implications for the wider workforce.
- 6: Morale** – Project aimed at exploring the drivers around morale. The intention would be to consider the Federations' national research and to review any specific issues occurring in London in need of further exploration. This would provide a deeper understanding of what might be driving issues with morale and how this impacts officers which may be London centric.
- 7: Evidence based policing** - What do officers understand EBP to be, how might they access information about it, do they see evidence of it being used in their role (is it realistic etc.?)
- 8: Social media** – Project to explore the impact of SM on communities. This might take the form of a case study approach in areas where officers are encouraged to set up twitter accounts to inform their community about local issues. What is the perception of the community about this information, do they use them, what training is provided on this and what are the personal implications for officers.
- 10: Social media** – Project to explore officer's private use of SM and decisions to discuss more controversial issues around policing today. What effect does this have on wider policing legitimacy and the rights of officer?
- 11: Fairness** – Project specifically exploring issues of gender - anecdotal evidence suggests the shift changes in the MPS are disproportionately affecting women. Considering there are higher levels of women leaving currently what are the drivers and what is the future impact of this?
- 12: Policing and big data** – i.e. Predictive Policing models. The research would include not only an analysis of the underlying theoretical and mathematical frameworks and methods but also questions of impact on the role and responsibilities of police officers and whether this links to abstraction from other key roles such as community policing.
- 13: Police and technology** - Research into the principles that should be adopted to ensure the utility, appropriateness and value for money of the technological 'solutions' that may be adopted by the police service in England and Wales. It is expected that the project will focus on a number of technological applications as illustrative examples (communication systems such as Airwave, the development of iOS apps for first officers on the scene etc.)
- 14: Specialist roles** – Project to explore if issues of reduced resources are impacting on the effective delivery of specialist functions and roles (i.e. SOITs, FLOs etc.) and what the implications of this might be.