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SUMMARY

Community Oriented Policing (COP) is embedded in society. It is organised close to the community, it focusses on distinct areas. Policemen are in close contact with citizens and organisation in the community in order to involve them and to be informed by them. They have a broad responsibility for dealing with a variety of problems. Their involvement is proactive, preventive as well as repressive.

The Dutch Minister of Security and Justice initiated a research project:

1. To make an inventory of the main trends in society that affect community policing.
2. To gain insight in how these trends affect Community policing.
3. To identify potential needs for additional requirements, training or continuing professional development.

The dominant current trends affecting COP derived from literature study and interviews appeared to be:

- decentralisations in the social domain, including healthcare, social and youth work;
- digitalisation including social media;
- demographic developments, migration, influx of refugees;
- radicalisation, terrorism and the threats of terror;
- internationalisation of crime and subversive crime;
- increasing tourism, large scale events, and activities in the hospitality sector.

In this report the research outcomes are brought together. For each of the identified trends the implications for COP are described as well as the related needs for further professional development.

Decentralisation the social domain

Since 2015 three decentralisation (reform) processes took place in the social domain. Tasks and responsibilities of the national authorities were transferred to municipal authorities.

This involved the *legislation on youth*, through which the responsibilities of the authority of municipalities in youth care and youth welfare were expanded.

It also concerned the *Social support act*, by which municipalities from 2015 on were made responsible for the activities in the area of support, guidance and care. The *Participation act* made municipal authorities responsible for social allowances and re-integration of fully or partially unemployable handicapped young people and the provision of sheltered employment for those who are unable to fulfil regular jobs. Local authorities are also responsible for welfare and social support for otherwise unemployed people. These changes in legislation and shifts in responsibilities from central to decentral authorities and organisations affected the work of community oriented police work.

- Due to reduced funding and as a consequence of a shift from intramural to more extramural ambulant care, more and, often more violent and confused people, appear in public spaces.
- The shift towards ambulant care affects the co-operation between the police and mental care organisations and professionals. The frequency of contacts between these parties will increase.
- Some still to be effectuated laws (Forensic care act; Obligatory mental care act) may affect the influx numbers of litigants in mental health institutions. This may well affect the need for police capacity in such institutions as well as beyond.

Developments in the social domain bring new requirements, and demand new competences:

- early detection, registration, referral and transfer;
- identifying relevant partners and networks and ways to allocate tasks and responsibilities among them;
- co-operation in multidisciplinary social neighbourhood teams, and in safety houses together developing and delivering multiple track approaches to justice and care.

Digitalisation including social media

Digitalisation and social media affect COP in many ways. It affects the organisation of police work, the communication within police teams, communication with citizens, the ways to deal with, or cope with images and visuals that circulate on the Internet, and ways in which digital tools may be used to gather, process, and analyse data for reasons of community oriented police work, or for its optimization.

Digital development provide opportunities for the core business of COP. Digital tools and instruments allow police to be in close contact with people (peers and citizens), to know what is going, to signal things that ask require interventions. Adequate use of these tools strengthens COP in terms of efficiency and its effectiveness.

The digital developments, as well as the increased use of social media bring ever changing new requirements and related needs for additional or new competences particularly in the following areas:

- effective information and communication skills using current and emerging social media;
- insight in existing and emerging modes of cyber-crime and ways in which such crimes affect people in the community in their daily lives;
- building, maintaining and using social networks;
- gathering, processing, storing, analysing data for reasons of optimizing COP;
- handling digital tools for administrative and operational purposes.

Demographic trends

Demographic developments are having different consequences in distinct parts of the Netherlands. There is an influx of asylum seekers and refugees. The population concentrates itself in the mid-west of the country in or around the big cities. Through a process of urbanisation the rural areas are abandoned.

The big cities will become more diverse and show a lower average age of its population. To communicate with the community the COP worker will need to be aware of and skilled in codes of communication such as youth language and teenage slang. Given the diversification of society, the need to be able to communicate in foreign languages will increase as well.

The concentration of age groups in different parts of the country, ageing rural areas and rejuvenation of the big cities each bring their own emphases in community needs each having particular impacts for police involved in COP-work.

These and other developments require to consider the composition of COP teams to see whether they reflect the diverse society as for ethnicity, as well as well as other background aspects. This implies a need for internal organisational, and also for cultural change and development within basic teams involved in COP work.

Demographic trends require developments such as:

- multicultural competence (attitude, knowledge and skills);
- intercultural communication skills;
- political sensitivity;
- teamwork.

Radicalisation, terrorism and the threats of terror and the threat of terror

Radicalisation, terrorism and the threats of terror are phenomena that underline the importance of COP, since it is close to the people, the schools, and other community based organisations and as such an adequate approach to allow for signalling, discuss and repress these threatening developments.

New competences are needed, and certainly many of them are being acquired already. Competences needed will be:

- insight in the processes of radicalisation and its indicators;
- early detection of radicalisation;
- applicable models and tools to signal, interpret and fight radicalisation;
- connecting to relevant partner organisations and persons involved and responsible.

Various guidelines, training courses and continuing development schemes are available already, or are being developed.

Internationalisation of crime and subversive crime

Organised crime internationalises and globalises. Europe shows, and is surrounded by instability recent years. Criminality rates show an increase of internationally organised and often subversive crime. Subversive crime is an overarching concept including drugs related crime, money laundering, human trafficking, fraud and environmental crime. Organised crime, terrorism and financial crime seriously threatens society.

The criminal world increasingly mingles with regular society. Within this combination of international crime and its local implications and the interlinkages of criminal activities with parts of the community, COP is a way to acquire information and engage in communication to make criminal activities and connections visible, and traceable. Without community based information it will be hard to search, trace and identify the criminals, the accomplices and the victims of organised crime.

This will require competence updates in:

- knowledge on categories of current organised crime;
- networks beyond community border, region, and countries;
- data collection, processing, analysis and interpretation;
- conceptual thinking and crime pattern analytics;
- multidisciplinary work.

Increasing tourism, large scale events, and activities in the hospitality sector

As a consequence of the growth of the sector of tourism, the numbers of large and small scale events in the hospitality sector, the workload of COP became heavier. The tasks related to these increases and developments require expertise, and capacity.

As for the expertise solutions are sought and found in specialisation. Specialist (events, hospitality, events) get involved in the related police tasks concerned. The police are not the only one responsible. Local authorities have investigating officers authorised to be present in the streets. They provide information to citizen and organisations, about prevention and licences, authorisations and permits.

Developments in tourism, events and hospitality do affect the work of COP but does not require additional competences for all that were not already described under the previous trends. Additional qualities and expertise needed are already included in the indicated specialist's tasks profiles.

The quality of COP

The study of the trends and the implications for community police work described above led to a few over all conclusions. According to literature and the information given in interviews it may be concluded that COP seems an adequate approach to police work in the light of these trends.

Yet permanent updates and upgrades of knowledge and competences are necessary to adapt to the developments or to be ahead of them.

Complexity of the police work increases. Clever strategies to combine forces and talents are needed. This may be accomplished by higher level education and training, but also by reconsidering and co-operation modes between operational policemen. Ways of combining operational and strategic work, mixing community work and deskwork and analytical work and operational work will support COP in its flexibility and capability to link community incidents to crime patterns and actions to policies.

The quality of COP is built upon relations with many other partner organisations with tasks and responsibilities towards the community such as local authorities, public prosecutors and various chain partners such as housing corporations, health institutions, and schools. COP is to a high extent a data oriented approach. This requires skilfulness in data collection, data processing, data sharing, interpretation, pattern analysis and predicting.

Digital developments and social media may be considered a real big challenge for COP. These developments require not only education and training, but should also be embodied in recruitment and selection of new staff, as well as in the infrastructure, tools, programme's and related competences.

Professionalization

Each of the trends mentioned in this document bring some additional or new competence requirements and a need for professional development to acquire or extend these competences. They include:

- signalling, detection;
- social media;
- networking;
- administrative and digital competences;
- international and intercultural competences;
- political sensitivity;
- knowledge on categories and dynamics of criminal activities and fields.

Research, (Self) evaluations, data analytics, will add to the quality COP. Sharing the outcomes of such actions and reflections contribute to high quality COP and continuing professional development supporting its optimisation.