

## 2 **Policing Principles**

Transition to Modern Day Policing

## 3 **Who is this guy?**

### 4 **Sir Robert Peel**

- In 1829, Sir Robert Peel, and the English Parliament, mandated a publicly funded police force with the London Metropolitan Police Act.
- A more organized approach to law enforcement was needed due to:
  - Industrialization
  - Crowded cities
  - Crime increase
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### 5 **Why was there a change within LE?**

- Police forces lacked integrity and professionalism
- Consisted of sheriffs, constables, magistrates, and night watchmen
- Often easily bribed
- Night watchmen often civilians who either volunteered or were paid very little
- Form of policing in place couldn't handle the urban growth
- Need for new law enforcement policies and ideas
- Strong need for professionalism

### 6 **Created London Metropolitan Police**

- Implemented the use of paid, professional, full time officers
- Removed citizen watchmen
- Known as London "bobbies" or "peelers"
- Patrolled regular beats
- Wore uniforms
- Paramilitary in structure and discipline
- Only hired the best candidates
- Required each officer to be at least 5'7" and under 35 years of age

### 7 **Sir Robert Peel's Belief's & Values**

- Sir Robert Peel was a firm believer in preventative policing
  - As opposed to reactive policing
- Better to prevent crime than to wait for it to occur
- More effective than cleaning up the after effects of a crime

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- More effective than cleaning up the after effects of a crime

### 8 Sir Robert Peel's - 3 Core Ideas

- The goal is preventing crime, not catching criminals. If the police stop crime before it happens, we don't have to punish citizens or suppress their rights. An effective police department doesn't have high arrest stats; its community has low crime rates.
- The key to preventing crime is earning public support. Every community member must share the responsibility of preventing crime, as if they were all volunteer members of the force. They will only accept this responsibility if the community supports and trusts the police.
- The police earn public support by respecting community principles. Winning public approval requires hard work to build reputation: enforcing the laws impartially, hiring officers who represent and understand the community, and using force only as a last resort.

### 9 Peel's 9 Principles of Policing

PRINCIPLE #1 - To prevent crime and disorder, as an alternative to their repression by military force and severity of legal punishment.

- Summary: "The basic mission for which the police exist is to prevent crime and disorder."

How does this apply to us today?

- We see this principle imbedded in current policing model- "protect and serve"
  - We see this slogan on department vehicles and in their mission statements
- The community policing model is entirely based on Peels concept of prevention and is based on the goal to prevent crime and promote better police – community partnerships
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### 10 Peel's 9 Principles of Policing

PRINCIPLE #2 - To recognize always that the power of the police to fulfill their functions and duties is dependent on public approval of their existence, actions and behavior, and on their ability to secure and maintain public respect.

- Summary: "The ability of the police to perform their duties is dependent upon public approval of the police actions."

How does this apply to us today?

- We need the communities support

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### 11 Peel's 9 Principles of Policing

PRINCIPLE 3 - To recognize always that to secure and maintain the respect and approval of the public means also the securing of the willing cooperation of the public in the task of securing observance of laws.

- Summary - "Police must secure the willing cooperation of the public in voluntary observance of the law to be able to secure and maintain the respect of the public."

How does that apply to us today?

- Do you think its important that we understand the communities we serve, the different cultures within our community
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within our community

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## 12 **Peel's 9 Principles of Policing**

PRINCIPLE 4 - To recognize always that the extent to which the cooperation of the public can be secured diminishes proportionately the necessity of the use of physical force and compulsion for achieving police objectives.

- Summary - "The degree of cooperation of the public that can be secured diminishes proportionately to the necessity of the use of physical force."
  - What does this mean to us today?
    - Rodney King Riots
    - Eric Garner Case

## 13 **Peel's 9 Principles of Policing**

PRINCIPLE 5 - To seek and preserve public favor, not by pandering to public opinion, but by constantly demonstrating absolute impartial service to law, in complete independence of policy, and without regard to the justice or injustice of the substance of individual laws, by ready offering of individual service and friendship to all members of the public without regard to their wealth or social standing, by ready exercise of courtesy and friendly good humor, and by ready offering of individual sacrifice in protecting and preserving life.

- Summary - "Police seek and preserve public favor not by catering to the public opinion but by constantly demonstrating absolute impartial service to the law."
  - What does this mean to us today?
    - Having a professional impartial service to everyone
    - No quid pro quo

## 14 **Peel's 9 Principles of Policing**

PRINCIPLE 6: To use physical force only when the exercise of persuasion, advice and warning is found to be insufficient to obtain public cooperation to an extent necessary to secure observance of law or to restore order, and to use only the minimum degree of physical force which is necessary on any particular occasion for achieving a police objective.

- Summary - "Police use physical force to the extent necessary to secure observance of the law or to restore order only when the exercise of persuasion, advice and warning is found to be insufficient."
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  - How does this apply to us today?
    - Scenario based training for use of force
    - Revision of policies and procedures
    - Officers getting charged criminal for excessive force

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## 15 **Peel's 9 Principles of Policing**

PRINCIPLE 7 - To maintain at all times a relationship with the public that gives reality to the historic tradition that the police are the public and that the public are the police, the police being only members of the public who are paid to give full-time attention to duties which are incumbent on every citizen in the interests of community welfare and existence.

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- How do we see this today?
  - We need to create outreach opportunities that are non adversarial
  - Coffee with a Cop, Summer BBQ's with grad students, CPA

#### 16 **Peel's 9 Principles of Policing**

PRINCIPLE 8 - To recognize always the need for strict adherence to police-executive functions, and to refrain from even seeming to usurp the powers of the judiciary of avenging individuals or the State, and of authoritatively judging guilt and punishing the guilty.

- Summary - "Police should always direct their action strictly towards their functions and never appear to usurp the powers of the judiciary."

How does this apply to us today?

- High level of professionalism
- Don't tarnish the badge
- Don't use your position for leverage
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#### 17 **Peel's 9 Principles of Policing**

PRINCIPLE 9 - The test of police efficiency is the absence of crime and disorder, not the visible evidence of police action in dealing with it.

- Summary - "Cops can always enforce the laws, but if they're not effective in reducing or preventing crime, then they're not being successful in their mission.

How does this apply to us?

- We want to change behavior
  - Bike enforcement as a tool for bike education which leads to increased compliance

#### 18 **Group Discussion**

- Taking into account the 9 principles:
  - Get into groups of 4
  - What are some ideas you can come up with help us fulfill these principles through our daily functions?
  - Example:\_\_\_\_\_

#### 19 **What were the most impactful principles to you?**

#### 20 **BREAK – 10 Minutes**

#### 21 **CORE VALUES EXERCISE**

EXPLORING YOURSELF

#### 22 **WHAT ARE OUR CORE VALUES?**

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22  **WHAT ARE OUR CORE VALUES?**

23  **IN YOUR OWN WORDS....**

1 • ETHICS

- KEY TERMS: REFERS TO THE PRINCIPLES THAT DEFINE BEHAVIOR AS RIGHT, GOOD PROPER

2 • VALUES

- KEY TERMS: INNER JUDGEMENTS OR BELIEFS THAT DETERMINE HOW A PERSON ACTUALLY BEHAVES

24  **WHY EXPLORE VALUES?**

- OUR BEHAVIORS ARE SHAPED BY OUR PERSONALITY AND OUR VALUES
- PERSONALITY IS THE UNIQUE AND RELATIVELY STABLE PATTERN OF FEELING, THOUGHTS AND BEHAVIORS THAT WE DISPLAY
- VALUES EXPRESS OUR LIFE GOALS
  - THEY ARE NOT DIRECTLY VISIBLE AND THUS WE ARE OFTEN NOT CONSCIOUSLY AWARE OF THEM

25  **WHAT ARE YOUR CORE VALUES?**

26  **EXERCISE**

- REVIEW THE VALUES PROVIDED TO YOU
- EACH ONE MEANS WHATEVER IT MEANS TO YOU
- IDENTIFY EACH VALUE AS EITHER A "1" , A "2" OR A "3" (12 FOR EACH SCORE)
  - "1" BEING "ALWAYS VALUED"
  - "2" BEING "OFTEN VALUED"
  - "3" BEING "SOMETIMES VALUES"
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27  **EXERCISE CONTINUED.....**

- DIVIDE YOUR "1" PILE IN HALF BY CIRCLING THOSE THAT ARE "MOST IMPORTANT"
- ASK YOURSELF:
  - HOW DO YOUR CORE VALUES MANIFEST THEMSELVES IN YOUR BEHAVIORS?
  - WHICH OF YOUR CORE VALUES HELP YOU BE A SELF-MOTIVATOR ?
  - HOW DO YOUR CORE VALUES ALIGN WITH OUR ORGANIZATIONAL
  - HOW MIGHT YOUR CORE VALUES DO YOU THINK YOU YOU'LL HAVE IN THE NEXT TEN YEARS?
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28  **TAKE AWAY**

- BASED ON YOUR CORE VALUES, WHAT IS YOUR PERSONAL MISSION STATEMENT?

29  **QUESTIONS?**

30  **Goal Setting for FY 2020**

31  **Why is it important to have goals?**

- Goals give you focus
- Goals allow you to measure progress
- Goals keep you locked and undistracted
- Goals help you overcome procrastination
- Goals give you motivation

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- Goals help you overcome procrastination
- Goals give you motivation
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### 32 **Step #1 – Getting Started**

- Step One:
  - Question: Why does your division exist?
  - Example: Parking / Traffic exist to keep the campus safe, monitor traffic flow onto campus, provide security, enforce parking laws, etc...
  - Patrol: Exist to identify and deter crime, etc...

### 33 **Step #2 – Goal Setting**

- While sitting in your groups:
- Individually write down four goals you would like to accomplish that are within the divisional framework you identified in Step #1

### 34 **Step # 3 – SMART Criteria**

While in your groups:

- Share your desired goals with your group
- See if your goals can be specific, measureable, achievable, realistic, & timely

### 35 **Step #4 – Plotting Your Goals**

### 36 **Step #5 – Discussion Questions**

- What are some barriers that might make it difficult to reach each goal?
- How can those barriers be overcome?
- What are some things that you can do individually to help achieve the team goals?
- How should we recognize or celebrate when we reach a goal?
- How do we hold ourselves accountable for reaching each goal?
- How do we stay in touch with our goals? In other words, how do we keep the goals fresh in our minds so we don't forget them or not pay attention to them?
- How can we make reaching our goals more efficient? Enjoyable?