



Post Event Internal Report

N8 Policing Research Partnership 2020 Conference
Internal Conference Report

DECEMBER 18, 2020

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“The projects that were discussed across the sessions were proof that this concept [police and researcher partnership] works and it is clear that academics benefitted from having access to the police data, whilst the police were provided with tangible results to help with their work.”

– CONFERENCE ATTENDEE

Executive Summary

The following report summarizes the “Policing Vulnerabilities and the Future of Police/Academic Partnerships” Virtual Conference hosted by the N8 Policing Research Partnership (N8 PRP), in November of 2020. The report was produced by Overlap Associates who also acted as a delivery and facilitation partner for the virtual event.

This report is an internal facing document and acts as a record of the conference, but more importantly surfaces key insights, themes, and questions from the interactive portions of the conference. In order to leverage the shared momentum created by the conference the insights presented are ultimately framed as launch points for future N8 PRP initiatives.

The document first provides context around the conference in the form of an overview, a discussion of the themes and rationale, and gives a detailed summary of the conference format including an exhaustive list of offered sessions.

Next, detailed analysis of interactive portions of the report are presented. This analysis includes discussion summarizations, identification of key themes, and highlighting of relevant quotes from Keynote Group Discussions, Small Grant Workshops, Reflection Workshops, and Visioning Workshops.

Finally, seven “How might the N8 PRP...” questions are presented as launch points for future initiatives and directions for strategic consideration. The questions are grounded in the themes and insights from conference discussion. They represent salient topics, concerns, and points of mutual agreement among conference attendees and presenters.

THE FOLLOWING ARE THE LAUNCH POINTS IDENTIFIED IN THE REPORT

- **How might the N8 PRP** play a role in normalizing reflective practice within policing?
- **How might the N8 PRP** advocate for more sustained and consistent funding in order to support co-produced research?
- **How might the N8 PRP** build a bias for local and community level initiatives that yield tangible wins?
- **How might the N8 PRP** support the development of discretionary policing practices for vulnerable populations?
- **How might the N8 PRP** better communicate the value of policing and academic partnerships?
- **How might the N8 PRP** tighten the gap between research and practice in the field of policing?
- **How might the N8 PRP** leverage the transition from remote work back to in-person work (post COVID) to help reimagine placements, secondments, and co-production at scale?

Conference Introduction and Overview

From November 23rd and 24th, 2020 N8 Policing Research Partnership (N8 PRP) hosted the virtual conference titled “Policing Vulnerabilities and the Future of Police/Academic Partnerships”. We were thrilled to host 196 proponents of evidence-based policing including police managers, reflective practitioners, representatives of public and voluntary sector organisations working in partnership with the police, policing researchers and scholars from 26 different organizations. 2020 presented a unique challenge in pivoting to host the conference virtually. For this the N8 partnered with Overlap Associates who brought facilitation expertise to deliver an engaging and interactive attendee experience. The virtual format, while different, presented opportunities as well as we hosted the largest contingent of non-UK based attendees in conference history.

Conference Theme and Rationale

Since 2013, the N8 PRP has been pioneering a major collaboration between eight research intensive universities and eleven police forces and Police and Crime Commissioners in the north of England in its quest to co-produce new knowledge that addresses the urgent challenges of policing and ensure the take up and application of evidence-based practices. The annual N8 PRP Conference stands as a tangible platform for the N8 to further these aims. The 2020 iteration of the conference explored the challenges that confront implementing innovative and evidence-based reforms in policing. It focused on policing diverse forms of vulnerability in which the police work closely in partnership with other organisations. In this regard, the conference sought to showcase work from the N8 partnership and reflect on the learning from experiences in the UK and elsewhere on implementing police/academic partnership to foster research and the knowledge base.

Conference Format

The first day of the conference gave attendees a chance to learn from 8 keynote speakers on topics such as evidence based policing and lessons learned from policing/academic partnerships. Attendees then joined the small group discussion of their choice to further explore the topic of each keynote. This pattern repeated in the afternoon as attendees learned about the initiatives undertaken by Small Grant holders and then participated in open Q+A and discussion. *(see Appendix 1.1 - Conference Presenters List)*

The second day focused on identifying and exploring the new challenges for research informed and evidence-based policing in the face of shifting vulnerabilities and changing demands through several keynote presentations followed by small group reflection and visioning discussions.

CONFERENCE BY THE NUMBERS

196
attendees

14
different policing organizations

12
different universities represented

29
expert speakers

5
keynote presentations

20.5
combined hours of workshops, group discussions, and idea sharing



**“It was a really enjoyable event.
It was my first experience of an online
conference and I thought the format
of the day worked really well.”**


– CONFERENCE ATTENDEE

Conference Session List and Descriptions

The following table illustrates the exceptional array of engaging presentations, talented speakers, and collaborative discussions offered to attendees. *NOTE: Recordings of select sessions will be provided at a later time on the N8 PRP website. Please refer to the Appendix 1.1 - Presenters List for further information on each presenter.*

TIME	SESSION	DESCRIPTION	SPEAKER/PRESENTER
DAY ONE NOVEMBER 23 RD , 2020			
40 mins	KEYNOTE SPEAKER Mike Cunningham	Mike Cunningham gave a 20-25 presentation on the journey so far of evidence-based policing. He examined the progress made over the last few years and looked ahead to what challenges need to be overcome. This was followed by a Q+A session moderated by Adam Crawford.	Mike Cunningham
45 mins	The Lessons from N8 PRP Catalyst and other Police-Academic Partnerships	Each speaker gave a short presentation on what they feel the values, lessons learnt and challenges of police/academic partnerships. Some focused on the N8 PRP, whilst others will offer a perspective from elsewhere.	Karen Byrom, Liz Aston, Nicky Miller, Nicole Westmarland, Stephen Brookes QPM
30 mins	Keynote Speaker Group Discussions	Attendees had a choice of which discussion room to join based on what they heard in the prior short presentations.	Mike Cunningham, Karen Byrom, Liz Aston, Nicky Miller, Nicole Westmarland, Stephen Brookes QPM
60 mins	SMALL GRANT WORKSHOPS Round 1: 20 minute presentations followed by Q+A discussions	<ul style="list-style-type: none"> • Innovation in Policing Domestic Violence: Understanding Success • Identifying Sexual Trafficking Online • Designating police responses to vulnerability: The Sex Work Liaison Officer 	Sam Lewis, Mike Rowe, Pam Davis, Xavier D L'Hoiry, Alessandro Moretti, Kate Brown, Sharon Grace
60 mins	SMALL GRANT WORKSHOPS Round 2: 20 minute presentations followed by Q+A discussions	<ul style="list-style-type: none"> • Enable UK (Innovation in Football Policing) • Exploring the impacts of Body Worn Video in Incidents of Domestic Abuse • Police Legitimacy, Leadership and Governance • Beyond Policing Research Partnerships: Developing a Whole Systems Response to Preventing Violence 	Geoff Pearson, Clifford Stott, Stuart Lister, Ian Shannon, Lindsay Youansamouth

TIME	SESSION	DESCRIPTION	SPEAKER/PRESENTER
DAY TWO NOVEMBER 24 TH , 2020			
60 mins	LOOKING TO THE FUTURE The N8 PRP Vision	Adam Crawford welcomed everyone to Day 2 of the conference and introduced the new N8 PRP Directors, Ngaire Waine and Geoff Pearson. Geoff and Ngaire then gave a presentation outlining their vision for the future of the N8 PRP before handing over to Nic Pole to give a presentation on 'Futures Thinking in Policing'	Adam Crawford, Geoff Pearson, Ngaire Waine, Nic Pole
15 mins	Keynotes on Policing Futures	In this session 3 perspectives were presented on the future of policing. Each speaker gave a 15 minute presentation on their designated area of policing, before transitioning to a Q+A for the remainder of the time. Rick Muir spoke to the Police Foundation Strategic Review and implications for future policing, Gloria Laycock on the future of Evidence based policing and Tom Gash on his views on the future of policing. Adam Crawford acted as the moderator	Adam Crawford, Gloria Laycock, Rick Muir, Tom Gash
15 mins	Policing the Pandemic	Sandra Walklate and Barry Godfrey introduced their work on 'The Shadow Pandemic' and opened this section that explored the unique challenges of policing the pandemic.	Adam Crawford, Barry Godfrey, Sandra Walklate
45 mins	GROUP DISCUSSIONS Reflecting on the N8 Partnership	Part 1: Attendees participated in an interactive workshop to reflect on what has been achieved by the N8 Partnership.	Overlap Facilitators
60 mins	GROUP DISCUSSIONS Visioning for the Future	Part 2: Attendees explored the vision for the next 5 years of the N8 Partnership through an interactive workshop.	Overlap Facilitators



“I enjoyed the variation across the sessions and felt that there was a good balance between presentations, panel discussions, and workshops.”

— CONFERENCE ATTENDEE

Summary of Sessions

DATA ANALYSIS METHODOLOGY

For the Day 1 sessions insights, themes, and key questions were surfaced through grounded theory analysis of the interactive portions of the conference. Discussion recordings were reviewed and relevant comments and ideas were transcribed. Ideas were then clustered by affinity and clusters were titled to produce overall findings. These findings were then used to formulate content appropriate to the report format.

For the Day 2 sessions conference attendees participated in facilitated workshops where their responses to *“What key milestones or events brought N8 PRP to where we are today?”* and *“What should the N8 PRP aim to achieve in the next 5 years?”*. Once again grounded theory was used as transcribed comments and ideas were clustered by affinity, then titled to produce findings.

Day 1

KEYNOTE DISCUSSION GROUP 1 — STEPHEN BROOKES & KAREN BYROM

Summary

Conversation in this discussion focused around the broad benefits of policing / academic collaboration and how to improve its effectiveness by making the relationships between researchers and police forces less transactional (“I need this from you and then we are done”) to more co-production.

Key Thoughts, Themes, or Questions

- We are in a better place due to police and academic collaboration.
- Emphasis on relationships that are less transactional and more focused on co-production.
- How can we ensure administrative / backend funding is also a priority?



KEYNOTE DISCUSSION GROUP 2 — LIZ ASTON

Summary

This conversation involved several representatives that are not N8 members. This created a unique perspective on how other police and academic collaborations have found success. Themes included public engagement, funding stability, research independence, and data usage.

Key Thoughts, Themes, or Questions

- Data sharing methods and knowing what to do with the data creates churn in these collaborations.
- Challenges emerge from a lack of funding independence with regards to research findings.
- Examples shared of researchers feeling pressured to change findings if they do not align with funders views.
- What lessons can be learned from health care in terms of public engagement and winning support?

Relevant Quote

"In the early days, when there are not quality assurance and mixed funding models there can be, not necessarily overtly, but policing bodies and / or governments asking for findings to be changed?"

KEYNOTE DISCUSSION GROUP 3 — NICKY MILLER

Summary

Nicky led a vibrant discussion around how police and academic partnerships can find success moving forward. Topics included staying relevant, the importance of relationship building even in mature partnerships, the benefits of multidisciplinary teams, and how to extend academic support beyond designing and completing research.

Key Thoughts, Themes, or Questions

- Extending the partnership beyond just designing and concluding research... needs to extend into actual implementation of the findings.
- COVID (remote work) represents an opportunity to reimagine the placement of academic and police secondments.
- Multi-disciplinary teams within police forces that have a background in organizational change, research methodology, and leadership would increase the value of police and academic partnerships.

KEYNOTE DISCUSSION GROUP 4 — NICOLE WESTMARLAND

Summary

This conversation focused around attendees impressions of the depth and breadth of the N8 PRP. Discussion included comments on the need for a congruent definition of co-production, implementation challenges, and how COVID compliance is exacerbating domestic abuse issues.

Key Thoughts, Themes, or Questions

- Implementation challenges emerge as there are often gaps between what is intended and what is actually feasible or actually happens.
- N8 PRP growth and momentum is impressive in such a short timeframe.
- What is our shared definition of co-production?

SMALL GRANT WORKSHOP — INNOVATION IN POLICING DOMESTIC VIOLENCE: UNDERSTANDING SUCCESS

Summary

This workshop was delivered by Pam Davis. The Q+A conversation centred around the use of analytical skills of officers for building an evidence base. Additionally, around how the most effective focus for future strategies should be at the local level as no two centres will have the same partnerships or situations to solve

Key Thoughts, Themes, or Questions

- Partnership needs to be formed at grassroot and local levels.
- There may be room for a tri-part arrangement, focused on data analytics, between academic, civil staff, and operational police.
- How can the N8 PRP skill up analytic resources within policing?

Relevant Quote

"I personally believe that the leadership, monitoring, and participation at the very local level is going to make the biggest difference."

SMALL GRANT WORKSHOP — POLICING CHILDREN AND FAMILIES: A STUDY OF THE POLICE RESPONSE TO CHILD-TO-PARENT VIOLENCE

Summary

This workshop was delivered by Dr. Sam Lewis. The main take away from this presentation and discussion was insights for practitioners to understand the complex behaviour that sit behind CPV. Additionally, it examines the inputs that were seen as having a positive impact on CPV cases.

Key Thoughts, Themes, or Questions

- There is a strong narrative around "parents just not being good parents" and this shows a lack of understanding of the wider social structure factors that limit a parents ability to parent. (e.g. socioeconomic status, affordability of housing, etc)

SMALL GRANT WORKSHOP — IDENTIFYING SEXUAL TRAFFICKING ONLINE AND THE USE OF ADULT SERVICES WEBSITES

Summary

This workshop was delivered by Xavier L'Hoiry and Alessandro Moretti. The workshop is an indepth look at a Sexual Trafficking Identification Matrix (STIM) developed by Dr. L'Holry and Dr. Moretti. The tool was an evaluative matrix to be used by officers to determine the likelihood of an ad post on Adult Use Websites being posted by a third party.

Key Thoughts, Themes, or Questions

- The tool is currently just an excel file that officers tick off criteria and then are given an evaluation of the ad in question.
- How can we ensure that by publishing research like this does not help criminals become better at breaking the law?

SMALL GRANT WORKSHOP — POLICING VULNERABILITY: THE SEX WORK LIAISON OFFICER

Summary

This was a very engaging workshop which examined the impact of a specialized liaison officer that worked with sex workers. The resulting discussion identified the cross-cutting theme of a need for more discretionary models of policing and how a shift from the traditional "enforcement" model of

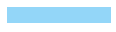
policing creates longer term negative impact on offenders.

Key Thoughts, Themes, or Questions

- The next step for this work would be to create a role description so that other forces can replicate.
- Policing vulnerable individuals demands higher levels of discretion from officers who must consider long term implications of strict enforcement methods vs. looking the other way on low level infraction.
- What role might the N8 PRP play in increasing discretionary skill sets among police officers?

Relevant Quote

"This new model shifts focus from just nicking criminals and enforcing the law to one where we are interested in is health a safety, de escalation, and reduction of criminality"



SMALL GRANT WORKSHOP — ENABLE UK (INNOVATION IN FOOTBALL POLICING)

Summary

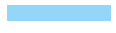
This workshop, led by Clifford Stott and Geoff Pearson, explored the effects and efficiency of current public order policing in the context of football matches.

Key Thoughts, Themes, or Questions

- Resource allocation on a weekly basis to public order assignments degrades a police force's ability to accomplish other objectives.
- "Ethnography, Ethnography, Ethnography." The strength of this study was the ethnographic research which produced more concise insights and understanding
- The study brushed up against policing norms around avoiding public criticism and a need to encourage critical reflection within policing.

Relevant Quote

"There is a particular pattern of police learning in the context of the management of crowd events and that is they learn after disaster."



SMALL GRANT WORKSHOP — EXPLORING THE IMPACTS OF BODY WORN VIDEO IN INCIDENTS OF DOMESTIC ABUSE

Summary

This workshop, led by Stuart Lister, produced a lively discussion after the original presentation by Stuart Lister on body worn cameras. The conversation covered many topics including Crown Prosecution Service (CPS) and policing working partnerships, the evidential value of footage, needs for officer training, and victim rights.

Key Thoughts, Themes, or Questions

- Large amounts of additional work is being created to edit and curate footage for court proceedings.
- There are mixed recommendations on the use of body worn cameras and forces are acting independently to create policy around them.
- How should police and CPS be working together to ensure efficient and fair use of footage?

SMALL GRANT WORKSHOP — POLICE LEGITIMACY, LEADERSHIP AND GOVERNANCE

Summary

This workshop, led by Ian Shannon, presentation and discussion focused around the use of power by PCCs and the effectiveness of the governance structure around these positions.

Key Thoughts, Themes, or Questions

- Politicizing policing is a good idea, but work needs to be done to ensure consistency, transparency, and effective governance.
- Does the gender of the officer make a difference?
- How should PCC's be evaluated? What are the parameters?

Relevant Quote

"People who were thoughtful and reflective were clearly having a really tough time."




SMALL GRANT WORKSHOP — BEYOND POLICING RESEARCH PARTNERSHIPS: DEVELOPING A WHOLE SYSTEMS RESPONSE TO PREVENTING VIOLENCE

Summary

This workshop, led by Lindsay Youansamouth, Siobhan Collingwood, and Stephen Anderton, included a presentation and discussion around the effects of a systems approach on the Lancashire Violence Reduction Network. Lindsay, Siobhan, and Stephen showcased the challenges and successes they have seen through the first stage of the project.

Key Thoughts, Themes, or Questions

- Evaluating the impacts has been difficult as the project is so far reaching and affects multiple facets of the community.
- Buy-in for the project was generated by working with the willing, finding agents of change within different organizations, and was boosted by successful public engagement using social media.
- How can projects like these receive more stable funding?



“I’ve attended various N8 PRP events over the years, and it was good to hear from some of the small grants that were funded off the back of the Innovation Forums. The child to parent violence session was insightful and extremely topical, given the ongoing pandemic.”

— CONFERENCE ATTENDEE

Day 2

SUMMARY OF REFLECTION WORKSHOPS

The following items were identified during our Day 2 Reflection Workshops. Here attendees examined the question *“What key milestones or events brought N8 PRP to where we are today?”*



SUMMARY OF VISIONING WORKSHOPS

The following themes were identified during our Day 2 Visioning Workshops. Here attendees examined the question *“What should the N8 PRP aim to achieve in the next 5 years?”*

Tighten the gap between research and practice.

This theme emerged from:

- ...quotes like “Evidence Based = Good news story”.
- ...support for increased co-location of researchers and practitioners.
- ...recognition of the need to normalize the involvement of academia.

Promote and communicate the value of partnerships like the N8 PRP.

This theme aligned with ideas such as:

- ... continuing to embrace systems / multi agency approaches.
- ... suggesting the diversity of partners is crucial.
- ... calls for a continued relationship with the College of Policing.

Focus on increasing the N8 PRP impact and scope.

This theme was evident in:

- ... recommendation to continue seeking impact projects (even if grant has finished).
- ... discussions around balancing national scalability and leveraging local input.
- ... encouragement to further lobbying / advocacy efforts to influence policy and procedure.

Minimizing the reliance on short term grant funding.

This theme surfaced through ideas and questions such as:

- ...how do we maximize the value of services that are currently available?
- ... creating an N8 PRP program to help police write competitive funding applications.
- ... improving how we capture evidence and communicate ROI/Impact.

Launch Points for the N8 PRP

The 2020 N8 PRP conference was a momentum building event for policing and academic partnerships. This was seen in the rigour with which attendees joined discussions, the critical thinking involved in questions asked, and the strengthened network attendees emerged with. It is crucial now that the N8 PRP recognizes the most salient ideas and topics of discussion when crafting future priorities.

The following are “How might we...” (HMW) questions. In human-centred design HMW questions are used as starting points for exploration and testing. They quickly describe a problem, capture insights, and prime your team for ideation. Here they are presented in the context of problems and insights emerging from our analysis of the conference discussions. They are valid launch points for N8 PRP priority setting as they are rooted in members needs, concerns, and identified opportunities.

- **How might the N8 PRP** play a role in normalizing reflective practice within policing?
- **How might the N8 PRP** advocate for more sustained and consistent funding in order to support co-produced research?
- **How might the N8 PRP** build a bias for local and community level initiatives that yield tangible wins?
- **How might the N8 PRP** support the development of discretionary policing practices for vulnerable populations?
- **How might the N8 PRP** better communicate the value of policing and academic partnerships?
- **How might the N8 PRP** tighten the gap between research and practice in the field of policing?
- **How might the N8 PRP** leverage the transition from remote work back to in-person work (post COVID) to help reimagine placements, secondments, and co-production at scale?

Closing remarks from the outgoing N8 PRP Director

The aim of the conference was a dual concern with reflecting upon the journey travelled thus far in building police-academic partnerships - to showcase some of the many successes, outcomes and impacts of the N8 Policing Research Partnership - and exploring the undoubted challenges that still lie ahead, as well as the identifying key priorities in planning for future research collaborations. The full conference programme evidenced the range of excellent work that has been conducted across the five years of the Catalyst Grant, the many lessons learnt and the vital relationships and networks that have been forged along the way. The excellent conference keynote presentations helped frame the various panel deliberations and workshop discussions, all of which reflected the richness of debate between researchers and practitioners from diverse organisations that contributed across the two days. A couple of recurring themes struck me as salient across the varied contributions. The first centred on the importance of embedding genuine co-production into the relations between academics and policing practitioners in unlocking and harnessing the latent curiosity, diverse skills and knowledge, untapped resources and abundant commitment that undoubtedly exist across partners in designing and realising problem-based and action-oriented research endeavours. The second evoked a deeply held need to pay attention to and care for the future - not simply the 'now' - in thinking about and building the skills, knowledge-base and practical innovations necessary to prevent, minimise and reduce the harms and vulnerabilities that straddle the competencies of different service providers and their implications for diverse social groups. In planning for the future, there is much to learn from the past, but we must avoid being constrained by it.

– Adam Crawford, *N8 PRP Acting Director*



“Being based in Africa, I would not normally be able to attend such meetings ... It is clear that through collaborating and sharing resources, much has been accomplished.”

– CONFERENCE ATTENDEE

A person wearing a grey blazer is standing behind a wooden desk. On the desk are two laptops, both displaying line and bar charts. A small orange horizontal bar is positioned above the word 'Appendix'. The entire image has a light blue overlay.

Appendix

Conference Presenters List

FIRST NAME	LAST NAME	TITLE	ORGANISATION
Adam	Crawford	<i>Academic Lead, Policing Research Partnership</i>	N8 Partnership
Alessandro	Moretti	<i>Research Associate</i>	University of Sheffield
Barry	Godfrey	<i>Professor of Social Justice</i>	University of Liverpool
Clifford	Stott	<i>Professor</i>	Keele Policing Academic Collaboration
Geoff	Pearson	<i>Academic Co-Director of N8 PRP</i>	The University of Manchester
Gloria	Laycock	<i>Professor of Crime Science</i>	University College London
Ian	Shannon	<i>Doctor</i>	University of Leeds
Karen	Byrom	<i>Senior Manager</i>	Cheshire Police
Kate	Brown	<i>Senior Lecturer in Social Policy and Criminology</i>	University of York
Lindsay	Youansamouth	<i>Director of Studies Frontline</i>	Lancaster University
Liz	Aston	<i>Director</i>	Scottish Institute for Policing Research
Mike	Cunningham	<i>Chief Executive</i>	The College of Policing
Mike	Rowe	<i>Professor of Criminology</i>	University of Northumbria
Ngaire	Waine	<i>Police Co-Director N8 PRP/Chief Superintendent</i>	Merseyside Police
Nic	Pole	<i>Principal Analyst</i>	College of Policing
Nicky	Miller	<i>Senior Lecturer and Director of Knowledge into Practice, Centre for Policing Research and Learning</i>	The Open University
Nicole	Westmarland	<i>Outgoing Deputy Director of N8 PRP and Professor of Criminology</i>	Durham University
Oliver	Abe	<i>Events and Communications Coordinator</i>	University of Leeds
Pamela	Davies	<i>Professor of Criminology</i>	Northumbria University
Rick	Muir	<i>Director</i>	Police Foundation
Sam	Lewis	<i>Associate Professor in Criminology and Criminal Justice</i>	University of Leeds
Sandra	Walklate	<i>Professor</i>	University of Liverpool
Sharon	Grace	<i>Senior Lecturer</i>	University of York
Siobhan	Collingwood	<i>Education Lead</i>	Lancashire Violence Reduction Network
Stephen	Brookes QPM	<i>Outgoing Deputy Director of N8 PRP</i>	Honorary Reader (Associate Professor)
Steve	Anderton	<i>Chief Inspector - Violence Reduction Network</i>	Lancashire Constabulary
Stuart	Lister	<i>Professor</i>	University of Leeds
Tom	Gash	<i>Managing Director at Leapwise and Senior Fellow at Institute for Government</i>	Leapwise and Institute for Government
Xavier	L'Hoiry	<i>Lecturer in Criminology and Social Policy</i>	University of Sheffield