

Law Enforcement Employment Practices in Scotland



Michael G. Aamodt & Bobbie L. Raynes
Radford University

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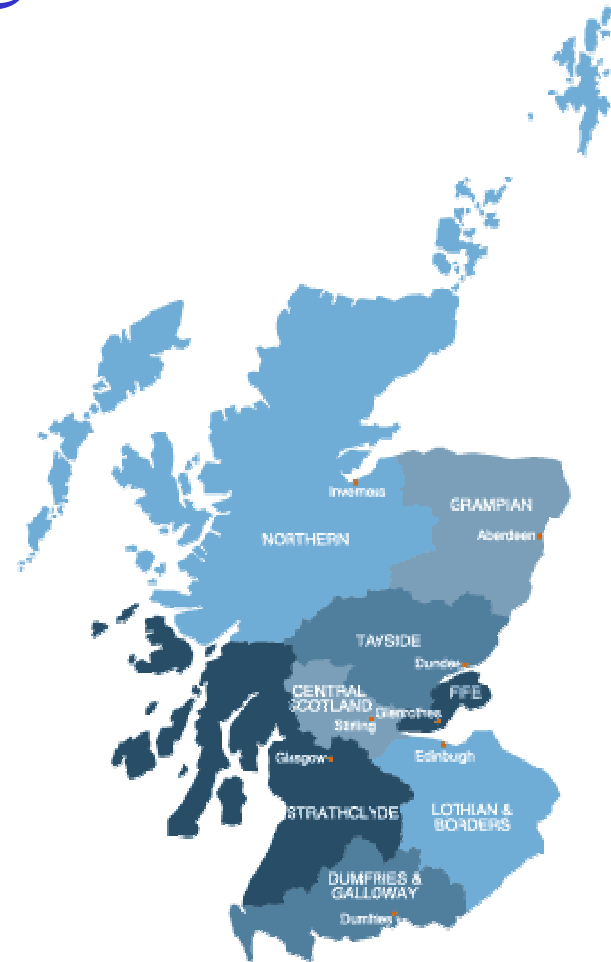
Brief History

- 1617 First constables appointed
- 1867-68 Revolvers issued for the Irish Unrest
- 1932 Diced cap becomes part of uniform
- 1954 Scottish Police Academy formed
- 1975 Reorganization to 8 police forces
- 1969 Scottish Crime Squad created
- 1984 Neighborhood Watch program created
- 1991 Automated fingerprint recognition system installed

Police Forces

One for each of the Eight Territories

- Central Scotland (Stirling)
- Dumfries & Galloway (Dumfries)
- Fife Constabulary (Fife)
- Grampian (Aberdeen)
- Lothian and Borders (Edinburgh)
- Northern Constabulary (Inverness)
- Strathclyde (Glasgow)
- Tayside (Dundee)



Police Forces

Personnel

- Approximately 15,100
- Three Branches
 - Uniformed
 - Criminal investigation
 - Traffic
- Ranks
 - Chief Constable
 - Assistant Chief Constable
 - Superintendent
 - Chief Inspector
 - Inspector
 - Sergeant
 - Constable

Staffing at Three Police Forces

Rank	Grampian	Dumfries	Central
Chief Constable	(1)	(1)	(1)
Deputy Chief	(1)	(0)	(1)
Assistant Chief	(1)	(1)	(0)
Chief Superintendents	.4	.6	.1
Superintendents	.9	.8	1.0
Chief Inspectors	1.5	1.4	1.9
Inspectors	5.5	4.8	4.8
Sergeants	14.7	15.1	17.9
Constables	76.8	76.8	73.9

Great Britton

Rank	Scotland	N. Ireland	England/ Wales
Chief Constable	(8)	(1)	0.04
Deputy Chief	(6)	(1)	0.00
Assistant Chief	(6)	(4)	0.13
Chief Superintendents	0.36	0.53	0.00
Superintendents	0.93	0.99	1.05
Chief Inspectors	1.60	2.12	1.29
Inspectors	5.03	4.75	4.94
Sergeants	15.90	15.31	14.68
Constables	75.83	76.21	77.86

Constable Selection

Basic Requirements

- 18 ½ years of age, but younger than 40
- British citizenship
- Good eyesight
- Physically fit and healthy
- Good character
- Police Standard Entrance Test
 - Listening comprehension
 - Calculation and number work
 - Data interpretation
 - Reading Comprehension



Accelerated Promotion Scheme for Graduates

- A fast-track system to make inspector after 5 to 7 years
- Standard Entry Steps
 - Standard entrance test
 - Background check
 - Medical exam
 - Fitness test
 - Interviews
- APSG Steps
 - Aptitude test
 - Force selection board
 - Assessment center
 - Recommendation made to local force

Scottish Police College

- Began in 1954
- Located in Tulliallan Castle in central Scotland
- 12 week basic academy
- 1 year probationary period (2 years total probationary period)
- 6 week advanced training



Protected Classes

Protected Class	United States	United Kingdom
Race	Yes	Yes
National origin	Yes	Yes
Sex	Yes	Yes
Age	Yes	
Disability	Yes	Yes
Color	Yes	Yes
Religion	Yes	
Pregnancy	Yes	
Vietnam veteran	Yes	
Marital status		Yes
Transgender status		Yes

Types of Crimes

Type of Crime	Scotland	N. Ireland	England/Wales
Non-sexual acts of violence	5.5	18.7	14.0
Sexual crimes	1.4	1.0	0.7
Theft/fraud	61.7	49.8	62.7
Arson/vandalism	19.7	28.6	19.3
Other	11.8	1.9	3.3

Reducing Personnel Needs and Costs in Scotland

- Parking meters
- Call boxes
- Surveillance cameras



Parking Meters



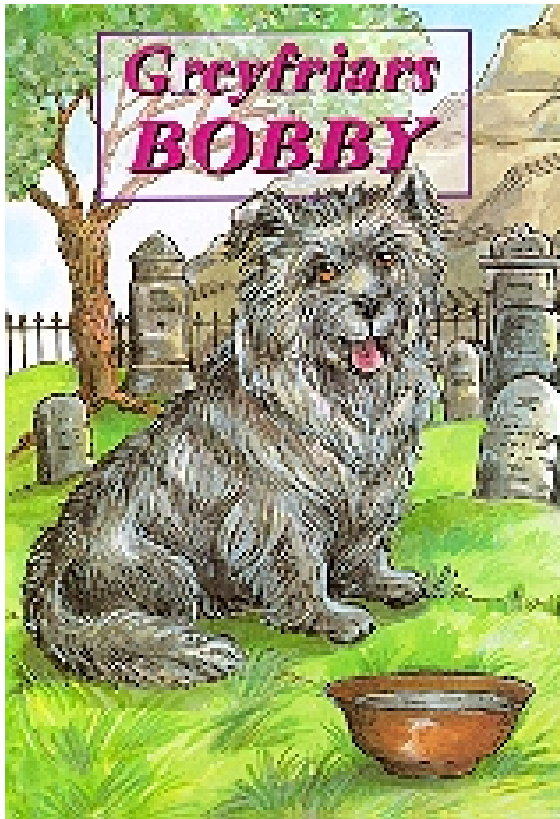
Escape Boxes



Video Surveillance



World's Most Famous Police Dog



Why is Scotland Yard Not in Scotland?

- Scotland Yard has no authority in Scotland
- Why Scotland Yard?
 - Located on the site on which Scottish kings lived when visiting London
 - Located on land originally owned by a guy named Scott



Questions about this Presentation?

Michael G. Aamodt, Ph.D.

Department of Psychology

Radford University

Radford, VA 24142-6946

(540) 831-5513

maamodt@radford.edu