Home Office - Police Uplift Programme

Aisha Bahoudashi | Criminolgy and Quantitative Methods

Overview of the Data Fellowship

I was working with the Crime and Policing Analysis Unit, to help understand some of the key barriers to black recruitment .

For this project I was working with a team of researchers to analysis police workforce data using excel. I was working on completing a presentation to present to the college of policing to do with the breakdown of the police workforce in England and Wales. As well as this I was working on a lit review which involved summerise the literature and key findings in relation to barriers to black recruitment.

Data Analysis

The data analysis I conducted was using excel to analyse data from the police work force data. This involved analysing police data such as looking at the number of police officers by ethnicity, age and location. We were looking for patterns or certain trends when it comes to police officer jobs, roles and force. To do this in Excel we used pivot table to narrow down the data and enable us to look a certain variables to create table and graphs. We also created new variables using Vlookup functions which is a quick why to transfer data easily.
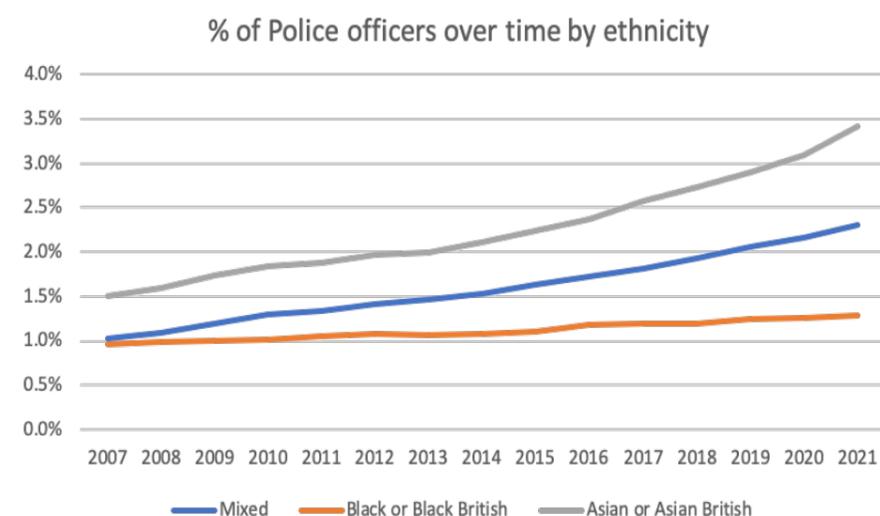

Figure 1 - Summary of police officers by ethnicity from 2007-2021

Findings

- From our data analysis it was clear the Black/Black British police officers were really under represented within the police force.

- The data we used to compare the police officer by population was from the 2011 census, this can cause some problems with the data as it is unreliable due to major changes in the population since 2011.

Figure 2 - Graph showing the percentage of Black and Ethnic Minority dismissals in the police force over time.

Key Skills Learnt

Excel and data analysis

- Filtering large data sets using pivot tables in order to analysis variables and create cross tabulations.

- Using different functions in excel to create shortcuts and access the data more easily.

- Creating different types of graphs and manipulating the data to show different things.

Networking

- Working with different people meant I got the chance to network and speak with people I normally would not get the chance to.

Teamwork

- - Most of the work I did was working in groups and collaborating and sharing ideas with different people this internship really taught me the importance of working within a team.

Confidence

- Got the chance to present the work I was working on, this really helped me improve my confidence as well as my public speaking skills.