

# Jubilee Centre, Virtues in Policing Project - Final

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## Start of Block: Introduction - Participant Consent



Consent

### **Virtues in Policing Project**

You have been invited to participate in an online survey as part of a research project conducted by the Jubilee Centre for Character and Virtues at the University of Birmingham.

The survey should take 20-25 minutes. We thank you in advance for taking the time to complete this survey.

### **Participant Consent**

This project is exploring the place of character and virtues in the education, training and practice of professional policing. We are asking you to take part in an online survey about:

your values and character strengths, both as a person and as a professional; your ideas about the character strengths and values needed in policing; how these character strengths and values are influenced by your working or learning environment.

We may wish to include content from your survey in our analysis and therefore we are asking you to indicate your consent on this online form. **Should you wish to withdraw, we will destroy any content already gathered. Please let us know within four weeks from the date of completing this online form of your wish to withdraw.**

Please note the following:

- Your survey responses will be treated as anonymous.
- You will not be identifiable by any of the content from the survey included in material for publication.
- All data will be stored securely on University of Birmingham premises or in password-protected electronic systems.
- The data will be anonymised and made available to relevant public databases in line with University policy.
- You will not be identifiable from this information.

If you have any questions, please do not hesitate to contact the Research Fellow, Andrew Maile, on [a.j.maile@bham.ac.uk](mailto:a.j.maile@bham.ac.uk).

Please read and indicate your acceptance of the following statements by clicking on each statement:

I confirm that I have read and understood the information about the study above. (1)

I understand that my participation is voluntary and that I am free to withdraw within four weeks of the date of this form without giving reason. (2)

I understand that data collected during the study may be looked at by all members of the research team, where it is relevant to my taking part in this research. I give permission for the research team to have access to this data. (3)

I understand that my name and identifiable information will not be included in any material for publication. (4)

I agree to take part in the above study. (6)

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*Display This Question:*

*If Virtues in Policing Project You have been invited to participate in an online survey as part of... = I confirm that I have read and understood the information about the study above.*

*And Virtues in Policing Project You have been invited to participate in an online survey as part of... = I understand that my participation is voluntary and that I am free to withdraw within four weeks of the date of this form without giving reason.*

*And Virtues in Policing Project You have been invited to participate in an online survey as part of... = I understand that data collected during the study may be looked at by all members of the research team, where it is relevant to my taking part in this research. I give permission for the research team to have access to this data.*

*And Virtues in Policing Project You have been invited to participate in an online survey as part of... = I understand that my name and identifiable information will not be included in any material for publication.*

*And Virtues in Policing Project You have been invited to participate in an online survey as part of... = I agree to take part in the above study.*

Unique ID Please use the box below to **create your own unique ID**. This could be any combination of letters and/or numbers, or a pseudonym (e.g. Smith24 or 789AB).

Please make a note of your unique ID. If you choose to withdraw your data from the study, you will need to contact the researcher with your unique ID.

Type your **unique ID** in the text box below:

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End of Block: Introduction - Participant Consent

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Start of Block: Section A - Ethical Dilemmas

Page Break

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Intro

This survey comprises four sections:

**Section A:** You will be presented with six scenarios that present ethical dilemmas in professional policing. For each dilemma you will be asked to select one of two alternative responses. Following this, you will be presented with six justifying reasons for your chosen response, and are asked to rank your top three.

**Section B:** You will be asked to rank your top six character strengths, as well as the top six character strengths of the ideal professional police officer.

**Section C:** You will be asked to answer questions that relate to your experiences in your workplace or student environment.

**Section D:** You will be asked to answer questions related to your biographic information as well as your professional or student status.

Please click on the bottom right arrow below to begin the survey.

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Page Break

Q1

**Section A: Ethical Dilemmas**

**Ethical Dilemma 1: A murder investigation**

You are the senior investigating officer in a murder case and you strongly believe that the suspect you have in custody has committed more than one murder and that he knows where the other bodies are buried. You decide that your duty to the victims' families outweighs the legal requirements under the Police and Criminal Evidence Act (PACE) 1984 and tell your officers to take the suspect to the location where you think the suspect may have taken the victims. PACE would require you, however, to take the suspect to the police station to be interviewed. At the location, the suspect admits to you to committing the other murders, but you worry that the confession could later be ruled as inadmissible in court as it was not given under caution or in the presence of anyone else. You wonder, in retrospect, whether it was right to have violated the PACE requirement.

- You consider it right to have violated the requirement (1)
- You consider it wrong to have violated the requirement (2)

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*Display This Question:*

*If Section A: Ethical Dilemmas Ethical Dilemma 1: A murder investigation You are the senior investig... = You consider it right to have violated the requirement*



Q1.1 You consider it right to have violated the requirement. What do you consider the three best reasons for your decision? (Please rank those in order of appropriateness as 1, 2 and 3, where 1= your top reason).

\_\_\_\_\_ You maintain that your duty to the victims and to the victims' families is stronger than any specific legal requirement. (1)

\_\_\_\_\_ You want to be known as a senior investigative officer who has a mind of your own. (2)

\_\_\_\_\_ You believe that the role models you look up to within the Police force would have done the same as you. (3)

\_\_\_\_\_ Irrespective of rules and laws, your decision brought closure to the families of the victims, so had good overall consequences. (4)

\_\_\_\_\_ You believe that there is support for your decision in the Police Code of Ethics. (5)

\_\_\_\_\_ In a murder case, it is important that investigative officers are conscientious in following the evidence, wherever it leads them, rather than relying on rules. (6)

Display This Question:

If Section A: Ethical Dilemmas Ethical Dilemma 1: A murder investigation You are the senior investig... = You consider it wrong to have violated the requirement



Q1.2 You consider it wrong to have violated the requirement. What do you consider the three best reasons for your decision? (Please rank those in order of appropriateness as 1, 2 and 3, where 1= your top reason).

\_\_\_\_\_ No police officer is above the law. (1)

\_\_\_\_\_ The murderer would probably have confessed to the other murders anyway, sooner or later. My decision was rash and will create negative and unintended consequences for the families of the victims. (2)

\_\_\_\_\_ My decision went against my own sense of integrity and trustworthiness. (3)

\_\_\_\_\_ If there is an apparent conflict between professional or personal moral codes and the law of the land, the law must prevail. (4)

\_\_\_\_\_ I acted out of character in this case; I should have thought more about preserving my overall moral identity and the moral standards I usually hold myself to. (5)

\_\_\_\_\_ The decision is going to tarnish my reputation as a senior investigative officer. (6)

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Page Break

Q2

**Ethical Dilemma 2: A potential suicide**

You and your colleague are on routine patrol when you receive a call asking you to attend a property because neighbours have reported there is a person with mental health issues threatening to kill herself. The call room have also informed you that the Mental Health Team are also on their way to the address.

When you arrive, the Mental Health Team are already there. They inform you that the person is known to them and that threats to kill herself are part of her pattern of behaviour. According to the Mental Health Team, she does it for attention, and has never actually hurt herself physically before. You enter the premises and engage with the 19-year-old female. Having spoken with her and seen her distress, you and your colleague believe that the minute you walk away the female will attempt to take her own life.

The Mental Health Team, on assessing the risk being posed by the woman, determine that remaining with her is encouraging her behaviour, decide to leave the premises and suggest that you do too. You radio into the Duty Sergeant to provide an update. The Sergeant informs you that you should leave as responsibility for further action lies with the Mental Health Team, and that you are putting your colleagues under pressure as they are dealing with other challenging cases and require your help. What would you do?

- Leave the female in order to go and support your colleagues, even though you believe she will attempt to take her own life. (1)
- Stay and support the female until she can be taken to a place of safety. (2)

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*Display This Question:*

*If Ethical Dilemma 2: A potential suicide You and your colleague are on routine patrol when you rece... = Leave the female in order to go and support your colleagues, even though you believe she will attempt to take her own life.*



Q2.1 You choose to leave the female to go and support your colleagues, even though you believe she will attempt to take her own life. What do you consider the three best reasons for

your decision? (Please rank those in order of appropriateness as 1, 2 and 3, where 1= your top reason).

\_\_\_\_\_ You consider loyalty to your colleagues to be one of your character strengths, and it takes priority here. (1)

\_\_\_\_\_ You consider trust to be an important virtue in policing, and you want to maintain the trust that has been built up through time between you and your superiors. (2)

\_\_\_\_\_ It is not your place to make decisions contrary to the Duty Sergeant's instructions. (3)

\_\_\_\_\_ According to codes of practice, Mental Health Teams should take ultimate responsibility for their patients. (4)

\_\_\_\_\_ You will be accepted as a team player and 'one of them' by your colleagues if you obey the command. (5)

\_\_\_\_\_ Your priority must be to ensure the safety of the police officers you work alongside so that they are able to continue serving the needs of the public. (6)

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*Display This Question:*

*If Ethical Dilemma 2: A potential suicide You and your colleague are on routine patrol when you rece... = Stay and support the female until she can be taken to a place of safety.*



Q2.2 You stay and support the female until she can be taken to a place of safety. What do you consider the three best reasons for your decision? (Please rank those in order of appropriateness as 1, 2 and 3, where 1= your top reason).

\_\_\_\_\_ You need to act on your concerns about the woman's threat to kill herself, and in this case the need to care for her trumps any other concerns. (1)

\_\_\_\_\_ You empathise with the woman, for if you had a friend or family member with mental health concerns, you would not want them to be abandoned in similar circumstances. (2)

\_\_\_\_\_ The overriding duty of a police officer is to save lives, and you can potentially save one life at this moment in time. (3)

\_\_\_\_\_ As a police officer, you rely on the Code of Ethics, and your understanding is that the Code foregrounds your duty to members of the public first and foremost. (4)

\_\_\_\_\_ It will enhance your self-esteem to deal with this important issue rather than getting embroiled in other typical night-time disorders with your colleagues. (5)

\_\_\_\_\_ You think to the overall consequences. You may prevent one death by staying and it is unlikely that the other officers are in a life-threatening situation. (6)

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Page Break



Q3

### **Ethical Dilemma 3: Racism at work**

You work in a police response unit. A new female student officer of South Asian heritage joins your team under the degree holder's entry programme. Whilst you are alone with a close and experienced white, male colleague, he refers to the new officer and comments, 'I bet her parents are disappointed she's a copper. A Paki with a degree; there's not many of them - she should have done Law and become a lawyer, or Finance and been an accountant.' You have never previously heard your colleague express views like this and have worked alongside him for a number of years. What would you do?

- Have a private word and challenge what your colleague said, explaining that it is offensive and unacceptable. (1)
- Speak to your supervisor (Sergeant) and formally report your colleague's conduct. (2)

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#### *Display This Question:*

*If Ethical Dilemma 3: Racism at work You work in a police response unit. A new female student officer... = Have a private word and challenge what your colleague said, explaining that it is offensive and unacceptable.*



Q3.1 You choose to have a private word and challenge what your colleague said, explaining that it is offensive and unacceptable. What do you consider the three best reasons for your decision? (Please rank those in order of appropriateness as 1, 2 and 3, where 1= your top reason).

\_\_\_\_\_ Your colleague might take more notice with you speaking to him privately and it's more considerate and empathetic than reporting the matter to your Sergeant. (1)

\_\_\_\_\_ You believe in the moral rule that you should treat others (in this case your colleagues) like you would want them to treat you. (2)

\_\_\_\_\_ You believe that what was said is 'out of character' and you consider it in everybody's best interest that you address a serious issue without damaging your colleague's career. (3)

\_\_\_\_\_ You choose to deal with the matter without reporting it to a supervisor because you fear the wider team might isolate you for whistleblowing on a colleague. (4)

\_\_\_\_\_ You decide that the right thing to do would be to find out why your colleague spoke in such a way, before taking any further action, as you have a collegial duty towards him. (5)

\_\_\_\_\_ Your own personal values dictate that you directly and immediately try to help your colleague improve his behaviour, regardless of any written Code of Ethics. (6)

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*Display This Question:*

*If Ethical Dilemma 3: Racism at work You work in a police response unit. A new female student officer... = Speak to your supervisor (Sergeant) and formally report your colleague's conduct.*



Q3.2 You choose to speak to your Sergeant and formally report your colleague's conduct. What do you consider the three best reasons for your decision? (Please rank those in order of appropriateness as 1, 2 and 3, where 1= your top reason).

\_\_\_\_\_ Bringing the matter to the attention of a supervisor is the right thing to do, so that the conduct can be addressed at a managerial level. (1)

\_\_\_\_\_ You empathise with the new female officer. You wouldn't want to be spoken about like that by a colleague. (2)

\_\_\_\_\_ Under the Police Code of Ethics, police officers must challenge and report improper behaviour because they have a duty to treat everyone with dignity and respect, to act with fairness and impartiality, and not to discriminate unlawfully or unfairly. It's your duty to report matters to the Sergeant. (3)

\_\_\_\_\_ You think it is important for police officers to be able to trust each other and work closely together, particularly in dangerous or difficult circumstances. Your colleague's conduct erodes trust, which you consider an important virtue. (4)

\_\_\_\_\_ You want to prevent potentially harmful consequences to local communities, where race relations between different groups can often be tense. If your colleague can speak about another officer in this way, then how might he treat members of the public? (5)

\_\_\_\_\_ As someone who is prepared to report issues of misconduct, it will benefit your future career. (6)

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Page Break

Q4

**Ethical Dilemma 4: Conflicting work and personal life**

You are off duty, and at home with your partner, preparing for your five-year-old child's birthday party later that day. You have been working long hours recently, which has created tension at home, and the birthday party represents much-needed family time. You receive a phone call from a senior officer at your police station, requesting that you attend immediately for duty. A public disorder is taking place, linked to a high profile football match and additional officers are required to deal with the trouble. You know that you can be ordered to return to duty, although this is unusual on a rest day. If you decide to return to duty, you will miss the party, and further strain your family relationships. If you don't return to duty without good reason, it might compromise your career. What would you do?

- Agree to attend for duty and miss the party. (1)
- Refuse the request to return to duty and if pressed by your senior officer, be prepared to tell a 'white lie' that you are feeling unwell and would have to report sick. (2)

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*Display This Question:*

*If Ethical Dilemma 4: Conflicting work and personal life You are off duty, and at home with your par... = Agree to attend for duty and miss the party.*



Q4.1 You agree to attend for duty and miss the party. What do you consider the three best reasons for your decision? (Please rank those in order of appropriateness as 1, 2 and 3, where 1= your top reason).

\_\_\_\_\_ Police officers have a duty to protect the public regardless of personal interests. (1)

\_\_\_\_\_ You believe in being loyal to the police force, so will make yourself available when called upon. (2)

\_\_\_\_\_ You expect effective teamworking between fellow officers to be everyone's priority. (3)

\_\_\_\_\_ Attending for duty will impress your senior officer and may enhance your career prospects. (4)

\_\_\_\_\_ Whilst you feel personally conflicted, you are responsible for upholding the law. You knew this dilemma could arise when you chose to join the police force, and missing family events is, unfortunately, bound to happen. (5)

\_\_\_\_\_ Agreeing to return to duty means receiving overtime payments. You can always make it up to your family later by treating them, so it is best for everyone involved if you agree to go. (6)

*Display This Question:*

*If Ethical Dilemma 4: Conflicting work and personal life You are off duty, and at home with your par...  
= Refuse the request to return to duty and if pressed by your senior officer, be prepared to tell a 'white lie'  
that you are feeling unwell and would have to report sick.*



Q4.2 You choose to refuse the request to return to duty and, if pressed by your senior officer, you are prepared to tell a 'white lie' that you are feeling unwell and would have to report sick. What do you consider the three best reasons for your decision? (Please rank those in order of appropriateness as 1, 2 and 3, where 1= your top reason).

\_\_\_\_\_ You do not think that telling a white lie about being poorly in order to attend the party violates the current Code of Ethics. (1)

\_\_\_\_\_ You view this as a choice between your personal and professional virtues, and in this case you feel that the personal ones should have priority. (2)

\_\_\_\_\_ It's better to be at the birthday party. Your child will remember if you miss it and might not forgive you. (3)

\_\_\_\_\_ You don't think that just refusing the request is sufficient, so to lie about feeling unwell will give you an excuse not to attend. This is justifiable as there will be other officers willing to be re-called to duty, so you won't be missed, and the overall outcome will be positive. (4)

\_\_\_\_\_ Love and care of close ones are the values central to human life. (5)

\_\_\_\_\_ You think there should be a clause in the Police Code of Ethics about the duties of police officers towards their families; you are a great believer in rules, but they must be fair. (6)

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Page Break

Q5

**Ethical Dilemma 5: Community 'Stop and Search'**

You and a colleague are called to attend an area where residents have been complaining about groups of young people gathering, with allegations of anti-social behaviour and drug taking. Police intelligence indicates that this area is a hot spot for drug dealing activity.

There are several calls received each week by neighbours with these allegations, but in previous cases involving Stop and Search procedures no drugs have been found. Every Stop and Search that was undertaken has resulted in complaints from the young people and their parents, and attracted adverse attention from local media and the wider community. Several of your colleagues have been the subject of these complaints and you have witnessed the distress that investigation has had on them and their families. As a result, the morale within your police team is low. Your Sergeant has instructed that he does not want his team doing any more Stop and Searches until 'the heat is off him' from his bosses.

At the scene, you can clearly smell cannabis and you see other drug paraphernalia discarded nearby. One of the neighbours who made the complaint arrives on the scene, insisting you undertake Stop and Search interventions. Your colleague does not want to Stop and Search, while you wonder if it is the right thing to do in order to deal with the issue properly. What would you do?

- Undertake the Stop and Search. (1)
- Not undertake the Stop and Search and diffuse the situation by another means. (2)

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*Display This Question:*

*If Ethical Dilemma 5: Community 'Stop and Search' You and a colleague are called to attend an area w... = Undertake the Stop and Search.*



Q5.1 You choose to undertake the Stop and Search. What do you consider the three best reasons for your decision? (Please rank those in order of appropriateness as 1, 2 and 3, where 1= your top reason).

\_\_\_\_\_ You care strongly about this community, and the neighbours deserve a better quality of life. (1)

\_\_\_\_\_ It is your fundamental duty as a police officer to prevent crime. (2)

\_\_\_\_\_ Conducting a Stop and Search may stop the young people gathering and engaging in drug taking, hence limiting future criminal activity. (3)

\_\_\_\_\_ According to your understanding of the Police Code of Ethics, conducting a Stop and Search is the right thing to do in this situation. (4)

\_\_\_\_\_ You want to maintain autonomy in your role, and think that this will enhance your professional image and reputation as an independent decision maker. (5)

\_\_\_\_\_ You feel a lot of compassion for the young people involved and you want to prevent them harming themselves further from engaging in drug taking or dealing. (6)

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*Display This Question:*

*If Ethical Dilemma 5: Community 'Stop and Search' You and a colleague are called to attend an area w... = Not undertake the Stop and Search and diffuse the situation by another means.*



Q5.2 You decide not to undertake the Stop and Search and diffuse the situation by another means. What do you consider the three best reasons for your decision? (Please rank those in order of appropriateness as 1, 2 and 3, where 1= your top reason).

\_\_\_\_\_ You have a strong sense of loyalty to your colleagues not to create further distress to them by incurring more complaints from the public about Stop and Search. (1)

\_\_\_\_\_ You are mindful of instructions from a recent training course you attended about how crucial it is to maintain good relations and not jeopardise future relations between young people and the police. (2)

\_\_\_\_\_ You have a strong sense of compassion towards the young people in this crime-ridden neighbourhood and do not want them to feel targeted. (3)

\_\_\_\_\_ The number of complaints about Stop and Search will be reduced, thus improving the morale of the police team and reducing tensions within the neighbourhood. (4)

\_\_\_\_\_ You consider it a breach of good police principles to target these young people, as previous Stop and Searches have not revealed drugs. (5)

\_\_\_\_\_ You want to be well-liked by your Sergeant and colleagues and be seen as one of the team. (6)

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Page Break

Q6

**Ethical Dilemma 6: Potential domestic violence**

You and another officer are sent to a 999 call from a female caller, who states that her partner is acting aggressively. On arrival, it is apparent that the woman is uninjured, but the woman's partner has a black eye. The partner says that 'he deserved it' because he was acting like a fool. The Force policy is that 'positive action' must be taken in all domestic violence cases. Your colleague says to you that because there had been no prior calls, the victim did not want to press charges and the woman had been the complainant to 999, then this call is best resolved by giving an informal resolution. You express the alternative opinion as you consider that, strictly speaking, the woman should be arrested for assault. Your colleague is older and more experienced, and appears to dismiss your opinion. What would you do?

- You oppose your colleague and insist on 'positive action' in terms of arrest. (1)
- You decide not to oppose your colleague and agree on an informal resolution of the case. (2)

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*Display This Question:*

*If Ethical Dilemma 6: Potential domestic violence You and another officer are sent to a 999 call fro...  
= You oppose your colleague and insist on 'positive action' in terms of arrest.*



Q6.1 You decide to oppose your colleague and insist on 'positive action' in terms of arrest. What do you consider the three best reasons for your decision? (Please rank those in order of appropriateness as 1, 2 and 3, where 1= your top reason).

- \_\_\_\_\_ You believe it is right to follow the rules of positive action for the police. (1)
- \_\_\_\_\_ It is important to uphold justice and search for the truth in all situations and accepting an informal resolution would violate this. (2)
- \_\_\_\_\_ You believe that you will be considered weak if you do not stand up to your colleague and insist on your own point of view on events. (3)
- \_\_\_\_\_ Walking away from the case would show lack of empathy and concern for the victim, as well as to other domestic abuse victims. (4)
- \_\_\_\_\_ It will benefit the whole community if they know that the Police are consistent and principled in their actions. (5)
- \_\_\_\_\_ The Code of Ethics talks about respect and fairness - rules which are not upheld in this case by just walking away. (6)

*Display This Question:*

*If Ethical Dilemma 6: Potential domestic violence You and another officer are sent to a 999 call fro...  
= You decide not to oppose your colleague and agree on an informal resolution of the case.*



Q6.2 You decide not to oppose your colleague and agree on an informal resolution of the case. What do you consider the three best reasons for your decision? (Please rank those in order of appropriateness as 1, 2 and 3, where 1= your top reason).

\_\_\_\_\_ You agree that rules must be followed, but this one about 'positive action' is a bit vague and open to interpretation. (1)

\_\_\_\_\_ You believe you are able to show equal empathy to both parties by not insisting on further action. (2)

\_\_\_\_\_ Your colleague is more experienced in these matters than you are; and you do not want to disrespect them as it may make them resent you. (3)

\_\_\_\_\_ Police officers sometimes need to follow their own moral intuitions, based on their own values and experiences, rather than only adhering to codes of practice. (4)

\_\_\_\_\_ It does not really benefit the parties involved, or their neighbourhood overall, to make an unnecessary arrest. (5)

\_\_\_\_\_ Not all rules are written down; some rules just develop as a result of standard practice, and this one about 'informal resolution' is one of them. (6)

End of Block: Section A - Ethical Dilemmas

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Start of Block: Section B - Your Character Strengths



Q7

**Section B: Character Strengths**

In this section, you will be asked to rank your top six character strengths, as well as the top six character strengths of the ideal professional police officer.

**Personal Character Strengths**

This section of the survey is an opportunity for you to consider your character strengths. Below is a list of twenty-four character strengths. Please choose the six strengths which you think best describe the sort of person you are and drag these to the box on the right. (Within the box,



please rank these from 1 to 6, with 1 being the strength that describes you best, 2 being the strength that describes you second-best, and so forth).

Top six character strengths, ranked from 1 to 6

\_\_\_\_\_ Appreciation of beauty/ excellence (1)

\_\_\_\_\_ Bravery (2)

\_\_\_\_\_ Creativity (3)

\_\_\_\_\_ Curiosity (4)

\_\_\_\_\_ Fairness (5)

\_\_\_\_\_ Forgiveness (6)

\_\_\_\_\_ Gratitude (7)

\_\_\_\_\_ Honesty (8)

\_\_\_\_\_ Hope (25)

\_\_\_\_\_ Humour (26)

\_\_\_\_\_ Judgement (27)

\_\_\_\_\_ Kindness (28)

\_\_\_\_\_ Leadership (29)

\_\_\_\_\_ Love (30)

\_\_\_\_\_ Love of learning (31)

\_\_\_\_\_ Modesty (32)

\_\_\_\_\_ Perseverance (33)

\_\_\_\_\_ Perspective (34)

\_\_\_\_\_ Prudence (35)

\_\_\_\_\_ Self-regulation (36)

\_\_\_\_\_ Social intelligence (37)

\_\_\_\_\_ Spirituality (38)

\_\_\_\_\_ Team work (39)

\_\_\_\_\_ Zest (40)

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Page Break



Q8

**Ideal Professional Character Strengths**

This section of the survey is an opportunity for you to consider the ideal professional police officer. Below is a list of twenty-four character strengths. Please choose the six strengths which you think best describe the ideal police professional. (Please rank these from 1 to 6, with 1 being the strength that describes the ideal police professional best).

Top six character strengths, ranked from 1 to 6.

\_\_\_\_\_ Appreciation of beauty/ excellence (1)

\_\_\_\_\_ Bravery (2)

\_\_\_\_\_ Creativity (3)

\_\_\_\_\_ Curiosity (4)

\_\_\_\_\_ Fairness (5)

\_\_\_\_\_ Forgiveness (6)

\_\_\_\_\_ Gratitude (7)

\_\_\_\_\_ Honesty (8)

\_\_\_\_\_ Hope (9)

\_\_\_\_\_ Humour (10)

\_\_\_\_\_ Judgement (11)

\_\_\_\_\_ Kindness (12)

\_\_\_\_\_ Leadership (13)

\_\_\_\_\_ Love (14)

\_\_\_\_\_ Love of learning (15)

\_\_\_\_\_ Modesty (16)

\_\_\_\_\_ Perseverance (17)

\_\_\_\_\_ Perspective (18)

\_\_\_\_\_ Prudence (19)

\_\_\_\_\_ Self-regulation (20)

\_\_\_\_\_ Social intelligence (21)

\_\_\_\_\_ Spirituality (22)

\_\_\_\_\_ Teamwork (23)

End of Block: Section B - Your Character Strengths

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Start of Block: Section C - Grading of Workplace experience questions

Intro

Section C: Experiences in the workplace or student environment

In this section you will be asked to answer questions that relate to your experiences in your workplace or student environment. Some of these questions will require you to grade your experiences, for example: How often are you able to apply your own ideas as a professional police officer or policing degree student? You will be able to select between 'Always', 'Mostly', 'Sometimes', 'Rarely' and 'Never'.

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Q9

Please describe your reasons for pursuing a career in policing (optional).

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Q10 What is your student or professional status?

- First year student (1)
- Second year student (2)
- Third year student (3)
- First year PCDA (4)
- Second year PCDA (5)
- Masters student (6)
- Employed police officer (7)

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*Display This Question:*

*If What is your student or professional status? = Third year student*

*And What is your student or professional status? = Second year PCDA*

*And What is your student or professional status? = Masters student*

Q11 For each of the statements below, please indicate how often this has been the case for you during your policing degree.

	Always (1)	Mostly (2)	Sometimes (3)	Rarely (4)	Never (5)
During my studies, I have been motivated to work to the best of my ability. (1)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I have experienced stress during my studies. (2)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My lecturers and tutors have helped and supported me. (3)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
During my studies I have not been fairly treated. (4)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I have been able to apply my own ideas. (5)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My tutors have acted in the best interests of their students. (6)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My training has involved tasks that have been in conflict with my personal values. (7)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

My training has required that I hide my feelings. (8)

I have not had time to do my work to a standard I believe was right. (9)

I have felt 'at home' in my training environment. (10)

I feel as though I have learned how to do work that makes a social contribution. (11)

I have been emotionally involved in my training. (12)

I have had the resources to do my work to a standard I believe was right. (13)

I have been able to influence decisions that were important for my training. (14)

During my training it has been difficult to do the right thing. (15)

*Display This Question:*

*If What is your student or professional status? = Employed police officer*

Q12 How many years of policing experience do you have?

\_\_\_\_\_

*Display This Question:*

*If What is your student or professional status? = Employed police officer*

Q13 What is your current professional role?

\_\_\_\_\_

*Display This Question:*

*If What is your student or professional status? = Employed police officer*

Q14 Please indicate if you have undertaken any of the following levels of tertiary education (select all that apply):

- Undergraduate degree (1)
- Postgraduate degree (2)
- Other (3) \_\_\_\_\_

*Display This Question:*

*If What is your student or professional status? = Employed police officer*



Q15 For each of the statements below, please indicate how often this has been the case in your work environment.

	Always (1)	Mostly (2)	Sometimes (3)	Rarely (4)	Never (5)
I am motivated to work to the best of my ability. (1)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I experience stress. (2)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My colleagues help and support me. (3)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am not treated fairly. (4)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am able to apply my own ideas in my work. (5)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My work involves tasks that are in conflict with my personal values. (6)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My work requires that I hide my feelings. (7)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I do not have time to do my work to a standard I believe is right. (8)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel 'at home' in my work place. (9)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

I have the feeling of doing useful work. (10)

I am emotionally involved in my work. (11)

I have the resources to do my work to a standard I believe is right. (12)

I am able to influence decisions that are important for my work. (13)

It is difficult to do the right thing at work. (14)

End of Block: Section C - Grading of Workplace experience questions

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Start of Block: Section D - Biographic and Additional information

Q16

**Section D: Biographic and additional information**

Are you:

Male (1)

Female (2)

Other (3)

Prefer not to say (4)

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Q17 What is your age?

\_\_\_\_\_

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Q18 What is your ethnicity? (*Categories from 2011 UK Census*)

- Asian/Asian British (1)
  - Black/ African/Caribbean/Black British (2)
  - Mixed/Multiple ethnic groups (3)
  - White/White British/White other (4)
- 

Q19 Are you religious?

- Yes (please specify the name of your religious faith below) (1)  
\_\_\_\_\_
  - No (2)
- 

Q20 University attending/attended (if you do/did not attend university, please write 'n/a'):

\_\_\_\_\_

**End of Block: Section D - Biographic and Additional information**

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**Start of Block: Closing Questions**

Q21 Thank you very much for taking the time to complete the survey, your response has been recorded. We are grateful for the time you have taken to complete the survey and value your responses.

For any further queries, feel free to contact Andrew Maile, [a.j.maile@bham.ac.uk](mailto:a.j.maile@bham.ac.uk).

We would like to interview some participants to explore the issues addressed in this survey in greater depth. The interview will be conducted online, at a date and time convenient to you. The length of the interview will largely depend on you, but need take no longer than 30 minutes.

Are you willing to be interviewed?

Yes (1)

No (2)

---

*Display This Question:*

*If Thank you very much for taking the time to complete the survey, your response has been recorded.... = Yes*

Q22 Thank you for indicating a willingness to be interviewed. Please provide your name and contact details (email and/or telephone) so that a member of the research team can get in touch to arrange the interview. Your personal details will not be linked to your survey responses.

Full Name (1) \_\_\_\_\_

Email address (2) \_\_\_\_\_

Telephone number (3) \_\_\_\_\_

**End of Block: Closing Questions**

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