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# The Case for the Acceptable 'Other': The Impact of Partnerships, PCSOs, and Neighbourhood Policing on Diversity in Policing

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*Policing: A Journal of Policy and Practice*, Volume 9, Issue 1, 1 March 2015, Pages 77–88, <https://doi.org/10.1093/police/pau026>

**Published:** 29 August 2014

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# Abstract

Policing in England and Wales has experienced several significant events and developments since the murder of Stephen Lawrence in 1993. Although the Lawrence Report is perhaps the most well-known among these, other initiatives such as multi-agency partnerships, the creation of the Police Community Support Officer role and the national roll-out of Neighbourhood Policing have also had a marked impact on the organization. Using findings from two research projects, this article will argue that policing in England and Wales is far more outward-focused and open to collaboration with a diverse range of people, agencies and staff than has ever been the case. This has led to a noticeable shift in cultural orientation among some segments of service. However, the current funding restrictions in policing put all of these developments, from operational matters to wider ethos, at risk.

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