

Evidencing 'Gut Feelings' for Organisational Change

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FCN Research & Innovation Festival

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Overview



'PROBLEM'



RATIONALE FOR
CHANGE



ACADEMIA-
INDUSTRY
COLLABORATION



RESEARCH



IMPACT



NEXT STEPS

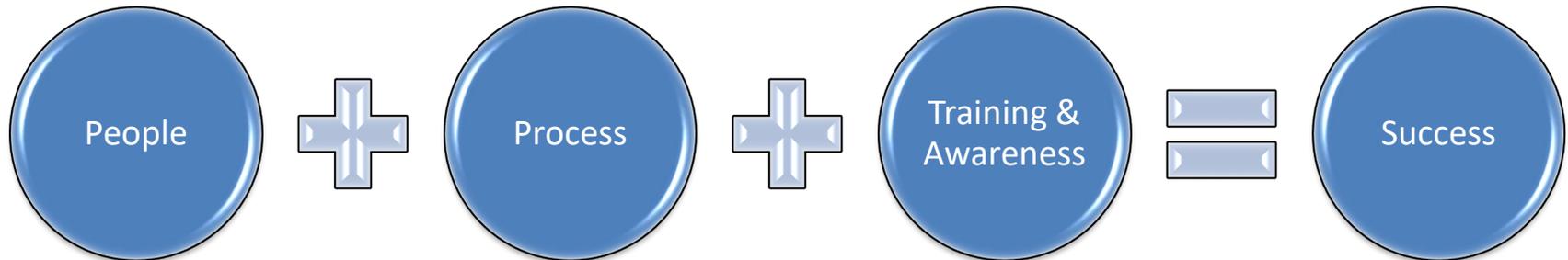
BYOD Activities

www.slido.com

'Problem' & Change Rationale

NABIS: A national database for the recording & submission of firearms, ammunition & ballistic material.

Objective: To increase the volume, timeliness and quality of submissions to NABIS.

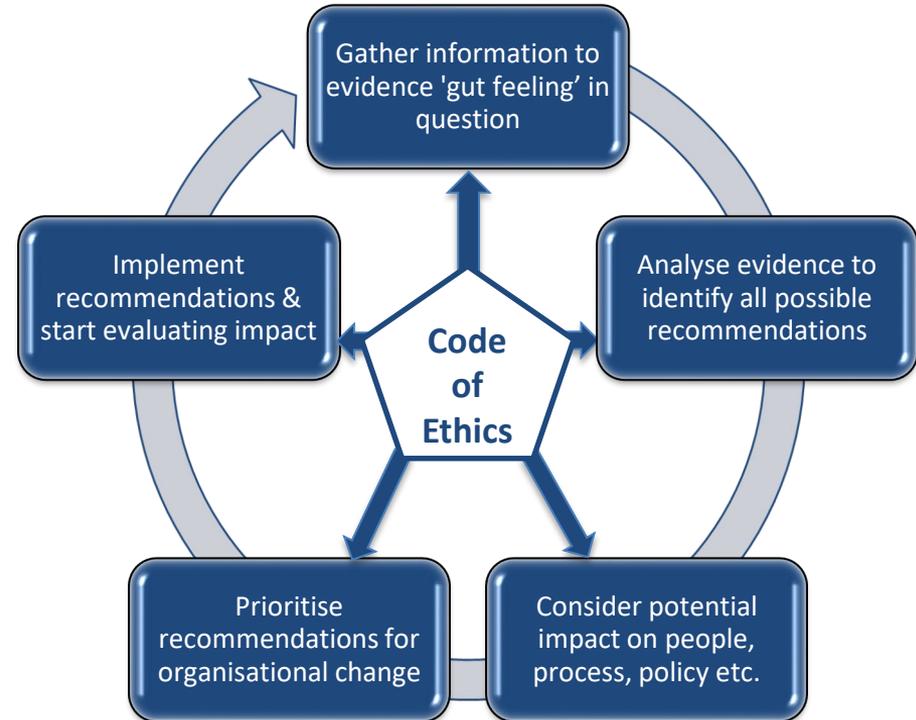


National Decision Making

CoP's NDM Model

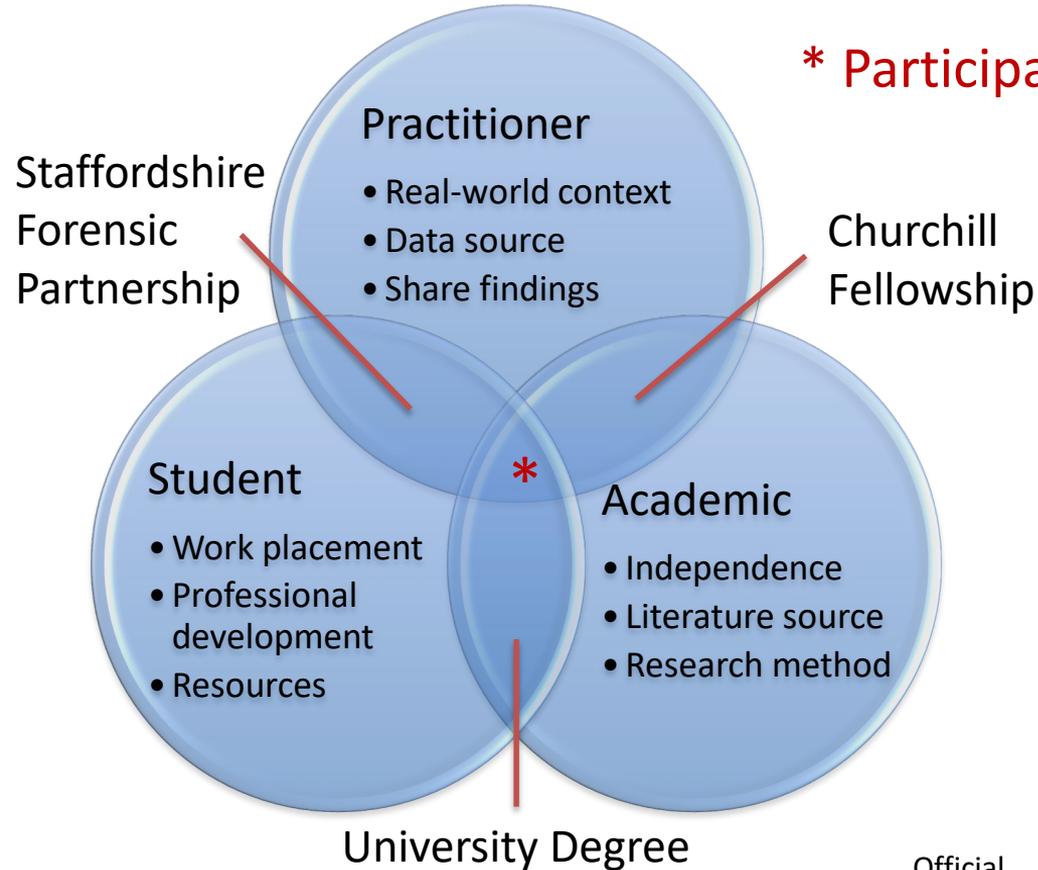


Applied NDM Model



Our Collaborative Model

* Participant motivation & stakeholder buy-in



- Single POC per organisation
- Co-supervise student
- MoU facilitated project & data sharing
- Objective evidence-base potentially reducing bias

To Enhance Efficiency & Effectiveness

Research Focus	Student	Key Outcome	Key Action(s) for Change
Current evidence submission workflow	Lauren Yare	<ul style="list-style-type: none"> • Workflow ok • 10 areas inhibiting efficiency & effectiveness 	<ul style="list-style-type: none"> • Improve depth & consistency of all actors' knowledge & understanding • Create visual representations • Standardise roles & responsibilities
Firearm-related evidence awareness & training	Rubin Nsiah	<ul style="list-style-type: none"> • More frequent & consistent training needed across policing • Specialists to deliver 	<ul style="list-style-type: none"> • Task & Finish Group established • Develop NABIS training programme • Evaluate NABIS training • Highlight & mandate NABIS training within CoP's CPD framework
Evaluate Level 2 training	Lily Williams	<ul style="list-style-type: none"> • Need online & F2F • Interesting, engaging & quality training • Three knowledge gaps identified 	<ul style="list-style-type: none"> • Improve IT infrastructure for hybrid & online training • Include NABIS submission workflow or link to other NABIS training products • Issue product(s) on current trends/threats

Project Resources

- NABIS Case Study - https://youtu.be/LnNGvy3y_Lw
- Staffordshire Forensic Partnership - [SFP website](#)
- Churchill Fellowship - [Research4Justice blog](#)

- Project overview - [CoP Research Map](#)
- Report (Lauren) - <https://eprints.staffs.ac.uk/6629/>
- Presentation (Rubin) - <https://youtu.be/4FPSi4sQK08>

What NABIS got...

International
subject matter
expertise

Creativity &
innovation

Enthusiasm &
commitment

Research &
analysis

Comprehensive
report

Gave
corroboration &
impact

Improved
operational
practice

Quotes

The placement gave me the opportunity to build connections and a big boost of confidence. I had an amazing time completing it! ... I have learned so much and am so glad of the experience. [S1]

... it has significantly helped to honestly and openly provoke further discussion and potential high-level decision making on the future provision of CUF/Firearms Awareness training - within all UK Police Forces and Other LEA's [P1]

The Placement helped me to make connections and network with professionals, ... understand how to liaise and more confidently communicate with professionals from various job roles and backgrounds. ... [It] was such a great experience I enjoyed every minute of it! [S2]

Thank you both for your help throughout, I've really enjoyed working with you 😊 [S3]

Considerations

Remote &
limited tech
needed

Small scale,
short duration

Larger scale,
needs funding

Participants'
time & buy-in

Policing-
forensic
integration

Constant
dissemination

Management
buy-in

Next Steps ...

Develop

Future NABIS
external training
& service offer -
across skill
set/role
requirements

Implement

Tiered approach
to training &
awareness with
minimum
learning
outcomes

Consider

Identify the most
suitable medium

Who should do
it?

Highlight

Ongoing need
for consistent,
co-ordinated
national
approach -
Home
Office/CoP/NCA?

**THANK YOU &
DO REACH OUT:**

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