IMPEDIMENTS TO EFFECTIVE POLICING IN KANO METROPOLIS, NIGERIA

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Abstract
The persistent security problems and the inability of the Nigeria Police Force (NPF) to prevent and control crime in the country has been a major source of concern to all stakeholders. This study examined the factors impeding the Nigeria Police Force from effectively carrying out its Constitutional responsibilities in Kano Metropolis. The sample size comprised of one hundred and sixty (160) members of the public and eighteen (18) key informants drawn from the eight LGAs of Kano Metropolis totaling one hundred and seventy-eight (178) using a multi-stage, availability and purposive sampling techniques. The data were collected using questionnaire and in-depth interviews (IDIs); and analyzed using Statistical Package for Social Sciences (SPSS) and content analysis. The findings revealed that poor welfare, lack of mobility, modern equipment, training, inadequate arms and ammunition, poor funding, corruption, inadequate remuneration, and lack of effective police-public partnership and cooperation were the major impediments to effective policing in Kano Metropolis. For the Nigeria police to properly and effectively adapt to the challenges of policing lives and properties, the study recommends increased-funding of the police by governments, various Non-Governmental Organizations (NGOs) and other donor agencies; proper training, enhanced remuneration and absorption of the principles of community policing by all service police personnel.

Keywords: Corruption, Funding, Modern Equipment, Training, Public Partnership

Introduction
The Nigerian Police is charged with the responsibility of crime control in the society. The police played important role without which the sustenance of law and order may be difficult. Udefuna, Maduka, Akalefu and Jumare (2014) posit that the police force has the traditional function of maintaining law and order in the society. The persistent security problems and the inability of the Nigeria Police Force (NPF) to prevent and control crime in the country has been a major source of concern to all stakeholders. Chijioke (2013) asserts that the prevalence of crime and criminal behaviouras well as the inability of the police to curtail the acts in recent times has raised a general feeling of insecurity of lives and properties among Nigerians and residents of Kano Metropolis in
particular. The incidence of kidnapping, armed robbery, ethno-religious violence, political and economic related assassinations, such as the killing of the wife of former civilian Governor of Kano State, Abubarkar Rimi, among others are manifestation of the inability of the police to effectively curb criminal activities in Kano Metropolis and Nigeria as a whole.

Statement of the Problem
There is no doubt that the police are crucial in maintaining laws and orders as well as ensuring the security of lives and properties of inhabitants of a state. However, over the past years there have been rampant cases of kidnapping, political violence, assassination, robbery and other criminal activities in Kano Metropolis. The crime rate has increased in recent years during the civilian administration. With political thuggery promoted, protected and handsomely rewarded by the civilian governments, and increase in murder, arson, rape and other tangentially related crime cases. This has been attributed to the glaring failure, inadequacy and laxity of the police to effectively curtail crime and criminal behaviour in Kano Metropolis. It is against this background that the present examines the factors impeding the Nigeria Police Force from effectively carrying out its Constitutional responsibilities in Kano Metropolis.

Conceptual and Theoretical Framework
The concept “policing,” which encompasses the security of lives and properties is a Constitutional responsibility of government chiefly carried out by the police (Ojukwu, 2011and Dambazau, 2007). Over the years, the Nigeria police have not being able to efficiently and effectively carrying out its Constitutional function of preventing and controlling crime (Akuul, 2011). Thus, Adegoke (2014) asserts that there are many human, material and external factors that pose challenges for police effective performance of their Constitutional responsibility. The Nigerian police performance is unsatisfactory as a result of the inefficiency in carrying out their job of crime prevention and control (Oyemwinmina, 2016). Some categories of obstacles hinder the optimum performance of the Nigerian police. For instance, in the face of ever increasing acts of lawlessness, social disorder, armed robbery, political assassinations, ethnic and religious rivalry and hatred, among others, the police in Nigeria involve in collection of bribes, which negatively affect their performance to effectively prevent and control crime (Tamuno, 1993). Thus, Oyemwinmina (2016), (Maduka, 2014)and Onyeozili (2005) contended that for the police to efficiently and effectively perform its Constitutional responsibilities in Nigeria, it is fundamental that the major problems to effective policing in the society be vigorously curtail. Karimu (2015) notes that that various factors seem to constitute stumbling blocks to the effective and efficient maintenance of law and order by the Nigeria Police Force. In the same vein, Dickson (2007) and Rotimi (2001) posit that certain factors, which may be internal or external, threaten the police quality service delivery in Nigeria. These show that there are certain impediments for the police to efficiently and effectively stem the tide of crime and general insecurity in Nigeria, which necessitate this study.

The study combines rational choice theory and gap theory as the theoretical framework. The Rational choice theory, on the one hand, has its roots in the classical school of criminology developed by Cesare Beccaria (Siegel, 2009). The theory assumes that the decisions to engage in deviant or criminal behaviours, such as corruption or violation of human rights and brutality by the police are conscious ones, informed by both the cost and benefits associated with the act. The deterrence principle states that the law is intended to protect the rights of both society and the citizens and its chief purpose is to deter criminal behaviour. Punishment according to Bentham
(1948) should be used only to avoid some greater evil. The police service supposed to be an honourable profession in which any act of dishonour would bring shame to the individual and organization. The emotion of shame brings forth a negative feeling about oneself and this causes the shamed individual to feel dehumanized into a person of less dignity. Finding a police personnel guilty of indiscipline in a competent law court is by itself shameful, not even including the involvement, awareness and participation of an in-group audience (other police officers and men). It is assumed that would-be abusers are sensitive to the same shame and would be likewise deterred.

Gap theory, on the other hand, could be traced to the work of Thompson (2006). The main assumption of the theory is that there is a growing ‘gap’ between the police and the community in too many areas. People mistreated by the police withdraw from the police and are never willing to help the police and unless police personnel are taught to care for the law-abiding members of the public, the ‘gap’ increases. Arisukwu and Okunola (2013) noted that the criminals benefit from the ‘gap’ between the police and the law-abiding members of the public. Thus, the better the police treat the law-abiding members of the public, the safer they feel and the more the ‘gap’ closes. As the ‘gap’ closes, it closes on the offenders and would-be criminals. Effective policing will therefore, promote trust and confidence building between the police and members of the public in combating and preventing crime. Thompson (2006) asserts that the quality of contact with members of the public by the police affects the way members of the public in turn perceive the police. Therefore, to improve on the quality of contacts with the public, the police should be thought about the ‘90-10 principle’ of the community (Arisukwu and Okunola, 2013). Hemaintains that in the worst areas of the cities, ninety percent (90%) of all the people in those communities are good, hard-working, decent folks trying to make a living with dignity. Ten percent (10%) are the murderers, drug dealers, kidnappers and other criminal elements that need to be taken off the streets. The problem with police work, however, is that too often, 90 percent of the police contacts are with those 10 percent. This distorts the police view of the community. Thus, police easily become cynical and tend to ‘go to war’ against those communities rather than taking on a protective role. This according to Thompson (2006) explains why the police are most hated where they are most needed. Therefore, effective policing may help to close the gap of mistrust and lack of confidence and cooperation between the police and members of the public and make police more civilized in carrying out their services.

Materials and Methods
This study was a descriptive cross-sectional study conducted in Kano Metropolis. The Metropolis comprises of eight (8) Local Government Areas (LGAs) namely, Kano Municipal, Fagge, Dala, Gwale, Tarauni, Nassarawa, Ungogo and Kumbotso) and has a population of 2,828,861 (National Population Commission, 2007). Its area covers 499 km² and the principal inhabitants of these areas are the Hausa people. As in most parts of northern Nigeria, the Hausa language is widely spoken in the eight (8) Metropolitan LGAs selected for the study. The population for the study comprised of residents of the eight Metropolitan LGAs, all the police officers and men in Metropolitan Kano Police Divisions, including people from Police Community Relations Committee (PCRC) in Kano, British Council/Department for International Development (DFID), Justice for All, Kano State Police Headquarters, Bompai as well as Ward Heads, Religious Leaders, Elders and Youth Leaders.
Sampling Procedure
The study employed a multi-stage, availability and purposive sampling techniques in selecting the respondents for the study. The eight LGAs in Kano Metropolis were considered as clusters. The first stage involved the selection of the eight LGAs that make up the Kano Metropolis. The second stage involved the random selection of two traditional wards from each of the eight Metropolitan LGAs. A total of sixteen (16) traditional wards from the eight Metropolitan LGAs constituted the primary sampling units. In each of the selected wards availability sampling technique was used to select ten (10) respondents, who were willingness to give information on the research questions. Thus, a total of one hundred and sixty (160) respondents were sampled for the administration of the questionnaire. In addition to the one hundred and sixty respondents sampled, purposive sample was also used to select eighteen (18) key informants for the In-depth interview. The key informants include -three members of Police Community Relations Committee (PCRC), two staff of British Council/Department for International Development (DFID) Justice for All, one Officer-in-Charge of community policing in Kano State Police Headquarters, Bompai, four officers from Police Academy, Wudil, two Ward Heads, two Religious Leaders, two Elders, and two Youth Leaders for the In-depth interviews. Kothari (2004) notes that the strength of purposive sampling lies in the fact that it selects cases that are typical of the population needed. The respondents identified were duly informed that participation in the survey is voluntary and the information provided will be confidential and were assured that the findings of the research are used for academic purposes only. However, a number of potential respondents were reluctant to participate in this study.

Data Collection
The data were collected between February and May, 2016, using a structured questionnaire and in-depth interviews. The questionnaire items were designed in English and administered by the researchers and their assistants. The questionnaire comprised of both closed and open-ended questions and was divided into several sections covering the objectives of the study. The different sections covered by the questionnaire were: background information; demographic characteristics, and factors affecting effective policing in the area. The questionnaire was administered to the one hundred and sixty respondents drawn from the public. The In-depth interviews were administered to eighteen key informants comprising of three members of Police Community Relations Committee (PCRC) in Kano, two staff of British Council/Department for International Development (DFID), Justice for All, one Officer-in-Charge of community policing in Kano State Police Headquarters, Bompai, and four officers from Police Academy, Wudil, two Ward Heads, two Religious Leaders, two Elders, and two Youth Leaders. The interviews were conducted using interview-guide. The interviews were conducted in a place convenient to the participants. Tape recorder was used with the permission of the interviewee. In cases the tape recorder was not permitted, notes were taken as participants gave information. The data generated from the primary source was used to support and complement the data from the secondary sources.

Data Analysis
The quantitative data collected using the questionnaire were analyzed with the aid of Statistical Package for Social Sciences (SPSS, Version 21) computer package, and presented in descriptive and inferential statistics, i.e., frequency counts, and percentages. While the qualitative data gathered from the in-depth interviews were analyzed using content analysis. That is, the collected data were divided among the identified main themes underlying the whole research. Thematic
analysis of data was chosen in this study because it avoids unnecessary repetition in recording of data which is common in many case analysis approaches as Burgess (1982) notes.

Findings
Table 1 shows that 84.4% agreed that poor welfare package is a contributory factor to the hindrance of the police efficiency, while 15.6% disagreed. About 70% of the respondents indicated that lack of mobility is a factor impeding effective policing; while 30% said no. 69.4% of the respondents mentioned lack of funds as a contributory factor to effective policing, while 30.6% disagreed. On the question of whether corruption is a factor affecting effective policing about 76% agreed, while 23.7% disagreed. With respect to the question on whether poor remuneration is a factor impeding effective policing, 67.5% said yes, while 32.5% said no. Similarly, about 78% agreed that lack of adequate arms and ammunition posed challenge to police effectiveness, while 21.9% disagreed. About 69% of the respondents indicated lack of training as a factor impeding effective policing. With respect to the question whether lack of modern equipment is a factor impeding on effective policing 80.6% said yes and 19.4% said no. Similarly, with respect to the question on whether lack of effective police public partnership and cooperation a factor impeding effective policing, 82.5% agreed, while 17.5% disagreed.
Table 1: Respondents Views Concerning the Factors Impeding Effective Policing

<table>
<thead>
<tr>
<th>Questions</th>
<th>Frequency</th>
<th>Percentage</th>
</tr>
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<tbody>
<tr>
<td>Is poor welfare a factor for police inefficiency?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Yes</td>
<td>135</td>
<td>84.4</td>
</tr>
<tr>
<td>No</td>
<td>25</td>
<td>15.6</td>
</tr>
<tr>
<td>Is lack of mobility a factor impeding effective policing?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Yes</td>
<td>112</td>
<td>70.0</td>
</tr>
<tr>
<td>No</td>
<td>48</td>
<td>30.0</td>
</tr>
<tr>
<td>Are police Commands poorly funded?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Yes</td>
<td>111</td>
<td>69.4</td>
</tr>
<tr>
<td>No</td>
<td>49</td>
<td>30.6</td>
</tr>
<tr>
<td>Is corruption a factor impeding effective policing?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Yes</td>
<td>122</td>
<td>76.3</td>
</tr>
<tr>
<td>No</td>
<td>38</td>
<td>23.7</td>
</tr>
<tr>
<td>Is police poor remuneration a factor impeding effective policing?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Yes</td>
<td>108</td>
<td>67.5</td>
</tr>
<tr>
<td>No</td>
<td>52</td>
<td>32.5</td>
</tr>
<tr>
<td>Is inadequate arms and ammunition a factor impeding effective policing?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Yes</td>
<td>125</td>
<td>78.1</td>
</tr>
<tr>
<td>No</td>
<td>35</td>
<td>21.9</td>
</tr>
<tr>
<td>Is lack of adequate training a factor impeding effective policing?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Yes</td>
<td>111</td>
<td>69.4</td>
</tr>
<tr>
<td>No</td>
<td>49</td>
<td>30.6</td>
</tr>
<tr>
<td>Is inadequate modern equipment a factor impeding effective policing?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Yes</td>
<td>129</td>
<td>80.6</td>
</tr>
<tr>
<td>No</td>
<td>31</td>
<td>19.4</td>
</tr>
<tr>
<td>Is lack of effective police-public partnership and cooperation a factor impeding effective policing?</td>
<td>132</td>
<td>82.5</td>
</tr>
<tr>
<td>No</td>
<td>28</td>
<td>17.5</td>
</tr>
</tbody>
</table>
In-depth Interviews

The results of the In-depth interviews (IDIs) are presented below:

One of the key informants during the IDIs was of the opinion that the police do not have the necessary training to combat crime. He said:

*The police alone [not only in Kano] cannot be able to provide security in all the nooks and crannies unless and until the police are more often than not train and retrained otherwise, the vision and mission of the police cannot be accomplished.*

A key informant during the IDIs expressed her opinion on the training and retraining of police personnel, particularly those in rank and file, especially in the area of human rights. She said:

*Police officers and men should be well-trained. It is unfortunate that some policemen do not know their job or don’t do their job, especially those in rank and file. In the developed world, the police ensure that the rights of innocent ones are not violated in crime scene, but that is not the case in Nigeria. The police should be trained on how to respect the rights of people while combating crime.*

This is in line with Radda, Bello and Aminu (2011) finding that if policing is to function properly in Nigeria, the police personnel should be well trained and corruption which gives Nigeria police a negative public perception has to be vigorously fought. They maintained that the police personnel should be professionals enough to jettisoning tribal, regional, ethnic and religious bigotry in dealing with citizenry. In a similar vein, a key informant during the IDIs said that “the police need to partner with local people, Non-Governmental Organizations (NGOs) and Community-Based Organizations (CBOs) to effectively combat crime in a community.” A key informant during the IDIs disagreed that the police alone have the necessary proactive capability to combat crime. He said that "the police alone do not have the necessary proactive capability to combat crime. That is why the police need to partner with members of the public to effectively combat crime." This shows that the police need cooperation and collaboration of law-abiding members of the public including community based organizations, non-governmental organizations and faith based organizations, among others, to effectively combat crime not only in Metropolitan Kano but in Nigeria at large.

This is in line with Ogunlowo (2007) finding that the police need public cooperation aimed at assisting them in tracking criminal suspects. Such cooperation includes volunteering information to the police on criminal activities, forming vigilante groups to complement police efforts and creating security awareness in the neighborhoods. Thus, the police on their part should imbibe the principle of justice in all their dealings with the members of the public as this will enhance public cooperation with the police.

A respondent during the IDIs said that the police ‘are not magicians.’ According to him, they cannot know what is happening without information from the members of the public. This indicates that information from members of the public is indispensable for the police to effectively combat crime in any community.

An elder in Sabon Gari during the IDIs said that “community policing has enhanced the safety of lives and properties of the inhabitants of Sabon Gari, irrespective of where they came from more than any other areas in Metropolitan Kano.” Thus, many people now see Sabon Gari as a ‘civilian barrack’ as a result of community policing. A respondent from PCRC during the IDI noted that they have formed Alternative Dispute Resolution (ADR) method in Sabon Gari as a result of community policing. He said:
When we are quarrelling instead of taking our neighbour to the policeman, we call ourselves and settle it among ourselves without going to the police and the police charge you to court, thereby creating enemy within ourselves. I can now plan for you and can plan for me. We leave in peace.

This is in line with the DFID (2010) finding that most Nigerians prefer to reconcile disputes rather than to go to court. Therefore, the community policing role of Alternative Dispute Resolution (ADR) is welcomed and supported by communities and creates a better relationship with the police.

Similarly, a police officer was of the opinion that the police and members of the public are not separated and that there is more or less harmonious relationship between them. He said:

We are not separated, the only thing is that they (some members of the public) actually have negative perception of us (police) because of misconducts, especially those in rank and file because of that they have actually had the problem of trust but now things are becoming normal.

Thus, some of the respondents specifically stated that there is no harmonious relationship between the police and members of the public because of the ‘injustice often done to the law-abiding members of the public.’ A participant during the IDI pointed out that the understanding of policing by the police personnel, especially junior rank hinder effective policing.

An informant said that the police lack the necessary reactive capacity to combat crime in Nigeria. According to him:

The police lack the equipment (modern) to combat crime. We don’t have enough vehicles and the few ones we have, have no fuel. Before, they used to supply fuel monthly to every command but now they do not supply fuel any more. The police lack the modern communication gadgets. Thank God for mobile communication service but this is personal. For example, if you want to reach out from this office now to a police division, you have to use your mobile phone. At times, an informant may flash you to inform you about crime, you may call to know about the crime but there is no provision for all these by the police. Police lack modern bulletproof. It was unfortunate that some of the ones purchased were faked and consumed a number of policemen on duties.

Another informant suggested that to have effective policing in Nigeria:

The salaries, allowances, and gratuity of the police should be paid as at when due to reduce corruption in the police. Houses and streets should be numbered and named for easy access to crime scene.

Another informant during the IDI lamented on how the police violate the rights of the law-abiding members of a community in crime scene. She said:

It is unfortunate that some policemen do not know their job or don’t do their job especially those in rank and file. In the developed world, the police ensure that the rights of innocent ones are not violated in crime scene but that is not the case in Nigeria.

This shows that the attitude of some policemen towards law-abiding members of the public do impede effective police and public partnership that will eventually lead to effective community
policing in Metropolitan Kano in particular and in Nigeria as a whole. This indicates that even if the police have the modern equipment to carry out their constitutional responsibilities, they need to be well trained through seminars, workshops for effective policing. A key informant during the IDIs said that:

*Members of the public especially eye witness of crime are afraid that the police will divulge the source of the information they received to the criminal suspects thereby jeopardizing the life of the informant.*

This is in line with Ogunlowo (2007) finding that every investigator has a moral, professional and ethical obligation to safeguard the identity of an informant and failure to do this may result in the death, injury or intimidation for the informant and/or his or her family members. As a general rule, an informant should not be exposed unless he or she has agreed (for instance, if he or she is willing to give evidence in a law court).

One other factor impeding effective policing in police Divisions in Kano Metropolis is lack of funds. According to a respondent, there was lack of support from the governments in the area of funding. A key informant during the IDIs said:

*Community policing for instance was jointly pioneered by the Federal Government and the British Council/Department for International Development (DFID) under its Security Justice and Growth (SIG) programme from 2002 to 2010 but only the DFID funded the programme as the Federal Government did not make any further financial commitment on the scheme.*

An officer, who participated in the training of Community Policing Developers (CPDs) in Nigeria and abroad took a long time to show how poorly funded the police is. He said:

*Security is a huge demanding programme. It needs a lot of funds. During the training as Community Policing Developers (CPDs), we were told that there will be some money that will be sent to Divisional Police Officers (DPOs) to implement community policing in their respective divisions since it is the DPOs that are closer to the public. DPOs pay salaries and allowances, maintain vehicles and other police equipment. Thus, police were made to summit budget but nothing was given to the police to implement the ideas. We (Police) write statements and we print papers. Look at this laptop, printer and the generator outside; they are my personal properties because we can no longer rely on the old typewriter.*

A key informant while expressing his view on funding for effective community policing in Nigeria during the IDIs said:

*For community policing to be effective in Nigeria, Federal, State and Local Governments should take the business of security seriously through adequate funding. Also, corporate bodies, Non-Governmental Organizations (NGOs), and well to do individuals should join with Governments in funding, providing modern weapons and equipment for the police.*

**Discussions**

This study was conducted in order to identify some of the impediments to effective policing in Kano Metropolis. The findings of the study revealed that poor welfare, lack of mobility, lack of modern equipment, inadequate arms and ammunition, poor funding, lack of training and lack of effective police-public partnership and cooperation were some of the impediments to effective policing in Nigeria. Lack of mobility was found to be one the factors militating against effective
policing, which is in line with Abdulkadir (2004) finding, onetime police deputy inspector-general that Nigeria police lacks adequate vehicles, patrol boats and the likes. He said though things have improved in the area of vehicles, a lot more is needed especially in fuelling and maintenance. He maintained that the force still needs the services of helicopters, dogs, and horses etc., which are currently grossly inadequate. The general public have on several occasions criticize the police of not responding to their distressed calls on time. And the police in return laid complaints of inadequate of vehicles to convey them to the scenes. Therefore, on several occasions when the assistance of police officers are needed most they have always responded by saying “no vehicle”.

The findings of the study also revealed the poor performance of the Nigerian police with respect to their constitutional role of maintaining law and order. The poor performance has been attributed to inappropriate policing strategies; inadequate intelligence gathering, analysis and utilization skills and facilities, inadequacy of officers in terms of quality and training at various ranks; poor training and conditions of service; lack of public co-operation; grossly inadequate logistics (especially transpiration; telecommunication, arms and ammunition etc.); poor remuneration and lack of motivation by the force and superior officers. This is in line with Adeyemi (2001) finding that an ineffective police force cannot command the respect of the public.

The findings of the study indicate that the poor police remuneration for both officers and men of police command and corruption have affected police performance and led to widespread feeling of fear and insecurity in Nigeria. This is in line with the findings of previous studies (Alemika, 1993 and Oluwarotimi, 2012), which identified corruption as a serious issue affecting the performance of the Nigerian police. The issue of police corruption is an undeniable fact with several evidence of their involvement. These among many others are; police connivance with some individuals to help offenders out of police custody after obtaining money from suspects, closure of case files, escorting vehicles loaded with contraband goods and stolen items, stealing from suspects and or accident victims, stealing from crime scenes, supply of police arms and ammunition with police uniforms to criminals for monetary gain etc.

The findings of the study also indicate that lack of effective police-public partnership and cooperation is one of the impediments to effective community policing in Nigeria, which according to Ikuteyijo (2009), entails community partnership in creating a safe and secure environment for all. It is policing whereby the people take active part in their own affairs. With community policing, the police is not seen as a stranger whose presence stands for danger and imminent hazard, but as partners in development. He further stressed that the unfriendly nature of the relationship between the police and members of the public, which the gap theory assumed has affected the ability of the police to effective control crime in the society.

**Conclusion**

In conclusion, it is pertinent to mention that enhancing human security is indispensable tool for any nation, and is a basic necessity of life. It can be infer that inadequate funds, modern equipment and personnel, lack of cooperation from the public and negative perception of the police as well as poor welfare package or incentives for police officers and men are the major impediments to effective policing in the study area, in particular and Nigeria, in general. Effective policing gives the inhabitants of a society the drive to pursue their legitimate activities. Without security, life
would be brutish, nasty and poor. Therefore, it is imperative for the government and the police to remove these impediments in order to guarantee the safety of lives and property.

**Recommendations**

The following recommendations are hereby proffered:

1. The Nigeria Police Force should attract capable personnel with integrity, dignity, and calibers with at least university education in the areas of social sciences such as: criminology, security studies, sociology, psychology, economics, history, and similar areas of study. The personnel of this nature would be easily groomed for training and development for future higher careers in the police service profession. The staff must be properly cared for, trained, respected, and held at higher level of prestige and responsibility.

2. Training should be taken as a veritable instrument to improve the quality of police personnel, by allowing those qualified to receive their training accordingly. There is no doubt that this would enhance the degree of performance and also project their morale to a higher pedestal.

3. Corruption in the NPF should be tamed for effective police service delivery. Police personnel that are corrupt would impede effective and efficient policing no matter how properly trained they are. Therefore, there should be character reformation on police personnel for behavioral and attitudinal change towards their work. This would go a long way to project the image of the police in the society and enhance police quality service delivery.

4. Both forms of on-the-job and off-the-job training and development of human resource methods, such as workshops and seminars, conferences, in-service training and technical assistance should be carried out regularly on police personnel on the basis of need assessment by the police in order to achieve effective policing. Also, the principles of community policing should be inculcated in the training and retraining of police personnel most especially those in rank and file for effective performance. This will facilitate their cooperation and partnership with members of the public for effective community policing.

5. Officers and men of the Nigeria Police Force should be professional enough not to divulge the source of the information they gathered for effective policing in Nigeria and in Kano specifically. This will ensure the trust and confidence of members of the public in giving information to the police thereby, enhancing the intelligence gathering of the police which is the hallmark of effective policing.

6. The Police should collaborate with relevant opinion or community leaders, such as ward heads, religious leaders, elders and youth leaders, among others for proper implementation of community policing not only in Kano Metropolis but Nigeria, in general. This is because the relevant opinion or community leaders play a crucial role in conflict management and will help in sensitizing their subjects on the need to assist the police with information on crime since the police cannot combat crime without information from members of the public.

7. The Governments should ensure that the needed funds for the police are being provided. Also, corporate bodies, Non-Governmental Organizations (NGOs) and well-to-do individuals should complement the efforts of the governments in providing the needed funds and equipment for the police by donating funds, vehicles, communication gadgets and others to enhance effective policing in Nigeria and Kano Metropolis, specifically.
References


