

Addressing the professional requirements of Female Social Workers for Effective Community Policing in the Arab Environment

دراسة المتطلبات المهنية للأخصائين الاجتماعيين من أجل أداء فعال في أقسام الشرطة المجتمعية في البيئة العربية

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الملخص:

ظهرت الشرطة المجتمعية لمعالجة معدلات الجريمة المرتفعة وتعزيز العلاقة بين أجهزة إنفاذ القانون والجمهور، بما يساهم في بناء الثقة والتعاون لحماية الأرواح والممتلكات. تهدف هذه الدراسة إلى تحديد المتطلبات المهنية اللازمة للأخصائيات الاجتماعيات للأداء الفعال في أقسام الشرطة المجتمعية بدولة قطر. اعتمدت الدراسة على استبانة ورقية شملت 25 أخصائية اجتماعية في إدارة الشرطة المجتمعية، وأظهرت النتائج أربعة محاور رئيسية للمتطلبات المهنية: القيم، التدريب، المهارات، والمعرفة، مع تقديم مقترحات لتفعيل دورهن في دعم فعالية الشرطة المجتمعية.

الكلمات المفتاحية: المتطلبات المهنية، الأخصائين الاجتماعيين، شرطة المجتمع، الممارسة المهنية، أقسام الشرطة.

Abstract:

Community policing has emerged to address rising crime rates and to strengthen the relationship between law enforcement agencies and the public, thereby fostering trust and cooperation in protecting lives and property. This study aims to identify the professional requirements necessary for female social workers to perform effectively in community policing departments in Qatar. Data were collected through a paper-based questionnaire administered to 25 female social workers working in the Community Policing Department. The findings revealed four main categories of professional requirements: values, training, skills, and knowledge. The study also proposed strategies to enhance the role of social workers in supporting the effectiveness of community policing

Keywords: Professional requirements, social workers, Community police, Professional practice, Police departments.

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1. Research Problem

Over the past three decades, police forces in every country have undergone a period of significant change and innovation. Police began to reassess their core mission, the nature of their fundamental policing strategies, and how they establish relationships with the communities they serve. Many of these innovations have emerged in the field of policing, with one of the most important being the advent of Community-Oriented Policing Services, later known as Community Policing. (Weisburd & Braga, 2016)

Studies have shown that police, courts, and other criminal justice systems alone cannot prevent crime or fear. It was necessary to create a new system to achieve security for the members of the society, the new system called community police system. (Ghanem, 2008, P197)

The idea of community policing is to ensure that all social systems take responsibility for security directly and to fully engage in responsibility between the local community and the police by identifying, preventing, and combating local problems and by arming all members of society with a sense of security. (Al-Atrabi, 2007, P144).

The need for innovative policing methods that align with the concept of comprehensive security arose. Community policing emerged with the aim of fostering mutual cooperation between law enforcement officers and citizens to enhance the social role of the police force, activate crime prevention efforts, involve the community in this responsibility, break down psychological barriers among community members towards law enforcement agencies, eliminate sources of fear, promote a culture of collaboration and dialogue, provide social rehabilitation for individuals with deviant and criminal behaviors, and monitor violations and transgressions, whether committed by community members or law enforcement personnel, while ensuring human rights. (Saeed et al., 2020, p4)

Babak Akhga pointed out that the emergence of the term "community policing," initially referred to as "policing by proximity to citizens," is a part of police strategies and practices aimed at enhancing crime prevention and investigation, building trust between citizens and law enforcement, reinforcing community responsibility, exchanging information and communication, addressing local needs, and working collaboratively to prevent crime. (Akhga, 2019)

One of the most important challenges faced the community policing in the Arab environment, especially in most of the countries that have implemented community strategy such as Qatar, is their inability to understand societal problems, inability to adapt to them, their reasons, and motives, and what is the best solution for treating them. All of this problem which may weaken the community policing in such cases, community members do not understand the community policing for their problem in the first place, rather than their interest in solving their problems, which requires the need to prepare professionals members who are highly professional

performance to work in these setting. (Al Mazroui, 2016, P1)

In September of 1973, Rhoda A. Michaels and Harvey Treger published the first article of social work in police departments. This article highlighted the importance of the role of social workers in police departments, and after this article followed many articles that focused on the role of social work in this setting. (Michaels & Trege, 1973).

2. Research Aims

The current study attempted to address the Professional requirements needed by female social workers for effective performance in the community police department in Qatar.

3. Research Questions

The primary research question for this study was this: What are the quality professional requirements of the professional performance of the female social workers in the community police department in Qatar? Addressing this question will provide empirical evidence as to what is the professional knowledge professional requirements? what is the professional value professional requirements? what is the professional skill professional requirements? what the is the professional training need requirements is needed by female social workers for effective performance in community police department in Qatar

4. The Academic and Practical Importance of the Research

The importance of the study lies in its effort to bridge knowledge gaps associated with the limited research conducted on community policing within Qatari society. Furthermore, this research has the potential to aid policymakers and decision-makers in formulating essential recommendations for the implementation of community policing within Gulf societies. By addressing the specific needs and challenges faced by social specialists in this context, the study aims to provide valuable insights that can inform and enhance the effectiveness of community policing efforts in the Gulf region.

5. Research Terms

The community policing has been a philosophy widely adopted by police agencies throughout the United States, largely in response to restrictions recognized by professional police. There are two main elements of community policing: community partnership and problem-solving. Proactively solving the crime examines the underlying causes of specific crimes and attempts to prevent them before they occur. (Jenks & Ong, 2004, P54). The concept of community policing, also known as neighborhood policing or public security, as explained by Al-Badi in 2020, refers to community involvement in law enforcement with the aim of crime prevention. This concept, which has recently emerged in the literature on law enforcement, particularly in the 1980s, signifies the partnership that addresses police work through a specific approach that involves changing the traditional pattern of crime prevention by law enforcement agencies. (P.253)

The nature of police work has evolved with changing societal standards. One of the prominent and effective forms of policing is community policing. Community policing is not just a program; it is a philosophy defined as an organized approach to policing with a grafting model that promotes a sense of belonging within a specific geographical area to enhance the quality of life. This is achieved through decentralization within the police and the implementation of a combination of three main components: (1) the redistribution of traditional police resources; (2) the interaction between the police and all members of the community to reduce crime and fear of crime through proactive programs for indigenous populations; and (3) concerted efforts to address the root causes of crime rather than merely addressing the symptoms. (Gross and Gavin, 2024, P59)

Al-Balushi (2020) defined Community policing is defined as a philosophy, administrative style, and organizational strategy that promote the effective and positive resolution of problems, as well as police-community partnerships in addressing the root causes of crime and fear, in addition to other community issues. (P.7).

The concept of community policing is defined as strategies and activities initiated by specialized security authorities to harness the potential of the local community and its diverse resources to enhance police services. The primary aim is to protect the community from crime and reduce its rates. It represents a new philosophy for law enforcement that relies on an initiative-based approach, using community members as a social policing force collaborating with law enforcement officers to maintain security within their respective areas. Additionally, it focuses on altering the conditions that contribute to the emergence of crime in the region. (Al-Maayteh & Al-Majali, 2021)

Al-Jubouri stated that community policing is the type of police force that replaced the traditional state security apparatus and transformed into a police force or an intertwined authority, meaning that both state institutions and the community overlap, with no clear separation between them. Instead, there is convergence, cohesion, and integration between them. (Al-Jubouri, 2022. P. 391)

Barker (2014) defined police social work "as professional social work practice within police precinct houses" (p. 326). Patterson (2012) asserts that police social work is very critical to the function of police departments since most of what they do involves "a social service response" (p. 49).

Skogan and Hartnett (1997) define community policing as including the following characteristics: (1) Decentralization of authority and patrol strategies designed to promote communication between police and citizens, (2) A commitment to problem-oriented policing, (3) Permitting the public to participate in setting policy priorities and developing tactics, and (4) Empowering communities to help solve their own crime and disorder problems through sponsorship of crime prevention programs. (Skogan and Hartnett, 1997)

Koci & Gjuraj (2016) reported that the aim of community policing is to enhance social cohesion and integration and thus prevent crime through positive influences.

And this means transform policing of the community into policing for the community and it required that 'police officers should see themselves as "peacekeepers" rather than law enforcers. (Koci & Gjuraj, 2016, P5)

Social work is considered as a helping profession, whose practitioners primarily attend to satisfying the individual's and families' needs in difficult situations. Social workers have many skills and talents that can be used in different professional areas with groups, organizations, and communities. This makes them an important resource for organizations such as the police. (Giwa, 2018, P11)

Mahmoud 2015 showed the image of social work professional practice in community policing in the Arab environment is reflected in the work of the social workers in the following areas: care for homeless youth, solving social problems that do not constitute criminal offenses by friendly means, helping the victims and those affected by traffic accidents and natural disasters, responding to their families, The care of prison inmates, their training and rehabilitation, the care of prisoners' families and the fight against high prices. (Mahmoud, 2015, 69)

The results of the previous studies indicate the importance of the role of social work in the police setting, as well as the importance of the role of the social workers in the implementation of community policing mechanisms. Some studies recommended increasing the number of social workers who work in the community policing setting and providing more training courses that increase the effectiveness of their professional performance in this setting, so the current study attempted to address the Professional requirements needed by female social workers for effective performance in the community police department in Qatar.

6. Previous Studies

Several studies have been conducted on community policing and its role in societies. Wayne Rivera-Cuadrado conducted a study with the aim of determining the relationship between community policing and improving the community's perception of law enforcement officers. This study relied on longitudinal interviews and fieldwork. The results of this study indicate that community policing endeavors to develop and change the institutional reputation of the police concerning negative perceptions rooted in rumors, bias, and misunderstandings about police practices. (Rivera-Cuadrado 2021)

The study conducted by Dlamini and Makhaye elucidated how community policing serves as a magical remedy for addressing gender-based violence in South Africa, with community policing acting as a preventative strategy against gender-based violence. Furthermore, this paper recommends establishing stronger partnerships and continuing to explore ways to enhance collaboration between law enforcement agencies and local communities for better prevention of gender-based violence within communities. (Dlamini & Makhaye, 2023)

The study conducted by Mutugi (2023) on community policing strategies in counter-terrorism initiatives in Garissa County, Kenya, highlighted that community policing strategies have become an effective approach to

enhance community engagement in counter-terrorism efforts. The study pointed out these strategies as follows: building partnerships between law enforcement agencies and the community to prevent crime and address community concerns. In the context of counterterrorism, working with community members to identify and report suspicious activities, enhancing community resilience, and fostering trust and communication between law enforcement and the community.

The study conducted by Wassan, and his colleagues (2023) aimed to highlight community policing as the most effective strategy for crime control and enhancing healthy relationships between the community and the police in Pakistan. Additionally, it aimed to identify the obstacles hindering the implementation of community policing in Pakistan, such as police corruption, abuse of power, lack of trust between the community and the police, severe deficiencies in facilities and infrastructure, and inadequate transparency and openness in police departments.

Furthermore, in a 2023 study by Figer, the aim was to assess the awareness of Filipino Barangay Peacekeeping Action Teams (BPATs) regarding the roles and primary responsibilities associated with their work as auxiliary police in enforcing laws, preserving peace and order, and preventing crimes within the Philippine community. The findings of this study revealed the overall awareness level among citizens regarding the role of community police. It also suggested that members of the community police should prioritize direct engagement with the public. Additionally, they should receive intensive training in areas such as information gathering, reporting, as well as arrest and search procedures, all of which are crucial in the field of law enforcement. (Figer, 2023)

Many Arabic research studies have indicated that the concept of community policing stems from the lack of security and trust between citizens and some members of the police force. It necessitates collaboration between the civilian community and the police, emphasizing the pillars of community policing in building trust and confidence, accountability, information sharing and communication, problem-solving, addressing local needs, cooperation, and crime prevention. (Al-Anbeki, 2020)

Also, there is the study conducted by Al-Khalifi (2020) which aimed to determine Qatar University students' perspectives towards community policing and its role in crime prevention within Qatari society. This study sought to identify ways to enhance its role and pinpoint the obstacles facing community policing in crime prevention in Qatar. The study's findings indicated an increased awareness among Qatar University students regarding the role of community policing in Qatari society.

Furthermore, there is the study conducted by Al-Balushi in 2020, which aimed to determine the role of community policing in reducing crime rates in Abu Dhabi, United Arab Emirates. The study revealed the extent of the impact of community policing in reducing crime rates in the Emirate of Abu Dhabi, the community's perception of community policing activities, the level of cooperation between the local community and community

policing, as well as shedding light on the activities carried out by community policing. It also highlighted the obstacles that hinder cooperation between the police and the community, preventing the effective implementation of community policing. (Al-Balushi, 2020)

The study conducted by Mehran in 2020 aimed to identify the objectives of community policing, highlight the factors contributing to its implementation, as well as emphasize the social roles of community policing. Additionally, the study aimed to identify the principles and foundations it relies on and clarified the obstacles faced by community policing in Egyptian society. (Mehran, 2020)

The study by Al-Atabi et al. (2023) aimed to explore the therapeutic and developmental roles of community policing in safeguarding vulnerable populations in Baghdad. The research sought to identify the functions carried out by community policing to protect vulnerable groups in the Baghdad community. The study primarily focused on the preventive, therapeutic, and developmental roles performed by community policing, as well as the challenges and obstacles encountered in their work.

And also A number of scholars have examined the role and the impact of Community Policing in many settings in an Arab world (Davis et al., 2003; Ong & Jenks, 2004; Wang, 2005; Puthongsiriporn & Quang, 2005; Schaefer Morabito, 2008; Lamin and Teboh, 2016; Reisig & Parks, 2016; MacDonald, 2016; Lau, 2016; Lamin, Teboh, & Chamberlain, 2016; Koci & Gjuraj, 2016; Goodley and Smith, 2017; Rukus, Warner, & Zhang, 2017; Giwa, 2018; Tawfiq, 2013; Mohammed, 2015. therefore, in an attempt to rectify the gap, the primary aims of this study were to Identify the quality professional requirements of the professional performance of the female social workers in the community police department in Qatar. There are sub-objectives stems from the overall objective as follows: (Identification of professional knowledge professional requirements - Determination of professional value requirements - Determination of professional skill requirements - Determination of professional training requirements).

7. Research Methodology

Study Design:

The current study is a descriptive survey designed to examine the professional requirements necessary for high-quality performance by female social workers in the Community Police Department in Qatar.

Sample:

The study sample included (25) Qatari social workers who were regularly selected to answer the paper questionnaire. The questionnaire was distributed as follows: (6) social workers in the Community Police Department in the Al-Rayyan Security Department, (7) social workers in the Community Police Department in the Capital Security Department, (5) social workers in the Community Police Department in the Dukhan Security Department, (3) social workers in the Community Police Department in the Northern Security Department, and (4) Social workers in the Community Police Department of the Southern Security Administration. Participants were

selected to answer the paper questionnaire. Data was collected in 2023.

Justifications for choosing the study sample

- Easy communication was facilitated by conducting field training with a fellow faculty member at the Community Police Foundation.
- Social workers expressed their consent to participate in the study.
- The nature of the field dictates that all individuals involved with field training students at the Community Police Foundation are female.

Procedures:

The researcher of this study created and administered a survey with a cover letter explaining the purpose of the study, potential confidentiality issues, and informed consent to the researchers. Approval was obtained from each of the social workers; all participants were then asked to fill in this letter with the study title, nature, and a participant's name.

Ethical Considerations:

Regarding data collection procedures, letters were sent from the Department of Social Sciences at Qatar University for the sample to all community police departments in Qatar, to allow the paper questionnaire to be distributed to social workers in the departments. The data collection process lasted for approximately 30 days.

MEASUREMENT INSTRUMENT:

The survey used in this study designed to measure the professional requirements of the female social workers in the community police department in Qatar. The survey consisted of fifty-one items and took approximately 10 to 20 minutes to complete. Forty-Six items were used to examine the professional requirements of the female social workers in the community police department in Qatar. Five items were used to establish relevant demographics: age, education level, social status, training courses, and the number of training courses. To capture the female social workers perceptions of professional requirements, 14 items were developed, to assess the professional knowledge professional requirements, 9 items were developed, to assess the professional value requirements, 15 items were developed, to assess the professional skills requirements, and 8 items were developed, to assess the professional value requirements.

Response options were presented on a three-point Likert-type scale assessing agreement with the stem: 1 = disagree, 2 = somewhat agree, 3 = agree. Scores were recorded to clarify the responses to these questions to better reflect participant's requirements. The final instrument was reviewed for content validity by seven social work professors with expertise in this area to assure that the survey content asked the appropriate questions of the potential research participants. Additionally, Cronbach's alpha was used to calculate the internal consistency of the measurement scale. From the statistical analysis, it can be concluded that the instrument was reliable as a score of 0.801 was obtained for the items.

Data Analysis

Data analyses were performed using SPSS for Windows 25.0 (Armonk, NY: IBM Corp.). Descriptive statistical techniques were applied to clarify demographic characteristics of the study sample. Such techniques included the frequencies and percentages were calculated and (mean, median and standard deviation) were determined for each Likert-scale item. and Cronbach's alpha to assess the reliability of the study tools and measure the strength of the tools' consistency.

8.Results, Discussion and Recommendations.

Table 1 displays demographic information of participants. Most participants reported (64 percent) less than 30 years as their age (63.8 percent); only 6 respondents (24 percent) reported having 30-40 years; and three study participants (12 percent) reported having 40-50 years (M 29.808, SD 0.714). Most participants reported a Bachelor of Social Work (BSW) as their highest level of education 14 (56 percent); only 7 respondents (28 percent) reported having a BSW of Arts Department of Sociology; and four study participants (16 percent) reported having a master's in social work (MSW). The majority of respondents reported as married 16(64 percent); and 9(36 percent) reported as single. All respondents 25 (100 percent) had a training course. Most respondents 16 (64 percent) had more than 10 training courses: and 9 respondents (36 percent) reported having 5-10 years training courses (M 10.70, SD 0.490).

Table (1) Demographic characteristics of the participants (n = 25)

Variables	Frequency	%	Mean	SD
Age				
Less than 30 years	16	64		
30-40	6	24		
40-50	3	12		
Total	25	100	29.80	0.714
Education				
BS of Social work	14	56		
BS OF Arts, Department of Sociology	7	28		
MSW	4	16		
Total	25	100		
Social Status				
Single	9	36		
Married	16	64		
Total	25	100		
Training Courses				
Yes	25	100		
No	0	0		
Total	25	100		
Number of training courses				
Less than 5 training courses	0	0		
5 - 10 training courses	9	36		
More than 10 training courses	16	64		
Total	25	100	10.70	0.490

Table (4) The professional skills requirements identified by Social Workers in Qatar (n = 25)

Items	Agree		Somewhat Agree		Disagree		Mean	SD	%	Ranking
	Fre	%	Fre	%	Fre	%				
Discovering individual problems skills.	16	64.00	9	36.00	0	0.00	2.64	0.490	88.00	2
Problem solving skills.	16	64.00	9	36.00	0	0.00	2.64	0.490	88.00	2
Designing programs and activities skills.	9	36.00	16	64.00	0	0.00	2.36	0.490	78.67	5
Organizing meetings and symposiums skills.	16	64.00	9	36.00	0	0.00	2.64	0.490	88.00	2
Established professional relationship skills.	19	76.00	6	24.00	0	0.00	2.76	0.436	92.00	1
Conducting professional interviews skills.	19	76.00	3	12.00	3	12.00	2.64	0.700	88.00	2
Communicating with local leaders' skills.	19	76.00	6	24.00	0	0.00	2.76	0.436	92.00	1
Program planning skills.	10	40.00	12	48.00	3	12.00	2.28	0.678	76.00	6
Observation skills.	13	52.00	12	48.00	0	0.00	2.52	0.510	84.00	3
Follow-up and evaluation skills.	16	64.00	9	36.00	0	0.00	2.64	0.490	88.00	2
Investing available resources skills.	10	40.00	15	60.00	0	0.00	2.40	0.500	80.00	4
Conducting research skills.	7	28.00	18	72.00	0	0.00	2.28	0.458	76.00	6
Flexibility in the presenting programs and activities skills.	13	52.00	12	48.00	0	0.00	2.52	0.510	84.00	3
The skills of strengthen communication channels between client systems.	10	40.00	15	60.00	0	0.00	2.40	0.500	80.00	4
Follow-up of the programs and activities skills	10	40.00	12	48.00	3	12.00	2.28	0.678	76.00	6
Total	203	54.13	163	43.47	9	2.40	37.76	2.314	83.91	-

Table (5) The professional training requirements identified by Social Workers in Qatar (n = 25)

Items	Agree		Somewhat Agree		Disagree		Mean	SD	%	Ranking
	Fre	%	Fre	%	Fre	%				
Training in the use of modern technology.	19	76.00	6	24.00	0	0.00	2.76	0.436	92.00	1
Training in teamwork skills.	16	64.00	9	36.00	0	0.00	2.64	0.490	88.00	2
Training in professional intervention methods.	16	64.00	9	36.00	0	0.00	2.64	0.490	88.00	2
Training in the practical application of therapeutic approaches	10	40.00	15	60.00	0	0.00	2.40	0.500	80.00	3
Training in planning services	7	28.00	18	72.00	0	0.00	2.28	0.458	76.00	4
Training in how to effectively make assessment to client's problems.	19	76.00	6	24.00	0	0.00	2.76	0.436	92.00	1
Training on how to implement the case study.	16	64.00	9	36.00	0	0.00	2.64	0.490	88.00	2
Training in how to use evidence-based practice in community police department.	19	76.00	6	24.00	0	0.00	2.76	0.436	92.00	1
Total	122	61.00	78	39.00	0	0.00	20.88	1.092	87.00	-

9.DISCUSSION

The results from this study indicate that there are many professional requirements needed by female social workers for effective performance in community police department in Qatar. There are four primary professional requirements worth noting as a result of this study was identified by social workers.

The top one requirement identified from the point of view of the Participants were (professional value requirements) 88.00 percent and the average (23.76) and the standard deviation was (1.589). The results of the study also showed the top two professional requirements identified from the point of view of the Participants were (professional training requirements) 87.00 percent and the average (20.88) and the standard deviation was (1.092). While the top three professional requirements identified from the point of view of the Participants were (professional skills requirements) 83.91 percent and the average (37.76) and the standard deviation was (2.314). Nevertheless, the results of the study also showed the top four professional requirements identified from the point of view of the Participants were (professional knowledge requirements) 80.29 percent and the average (33.72) and the standard deviation was (2.441).

The present study has demonstrated that the most professional value requirements for social workers working

in the community police department in Qatar; respect

Table (3) The professional value requirements identified by Social Workers in Qatar (n = 25)

Items	Agree		Somewhat Agree		Disagree		Mean	SD	%	Ranking
	Fre	%	Fre	%	Fre	%				
Respect the client's individual differences.	19	76.00	6	24.00	0	0.00	2.76	0.436	92.00	1
Respect the client's confidentiality of information.	19	76.00	6	24.00	0	0.00	2.76	0.436	92.00	1
Accept client's behavior.	16	64.00	9	36.00	0	0.00	2.64	0.490	88.00	2
Respect the dignity of clients and avoid hurt their feelings.	19	76.00	6	24.00	0	0.00	2.76	0.436	92.00	1
Help clients choose their own destiny.	16	64.00	9	36.00	0	0.00	2.64	0.490	88.00	2
Emphasize the importance of teamwork.	7	28.00	18	72.00	0	0.00	2.28	0.458	76.00	3
Ensure justice in the provision of services.	16	64.00	9	36.00	0	0.00	2.64	0.490	88.00	2
Objectivity and non-discrimination.	16	64.00	9	36.00	0	0.00	2.64	0.490	88.00	2
Respect the special situations of clients.	16	64.00	9	36.00	0	0.00	2.64	0.490	88.00	2
Total	144	57.60	144	57.60	0	0.00	23.76	1.589	88.00	-

Table (2) The professional knowledge requirements identified by Social Workers in Qatar (n = 25)

Items	Agree		Somewhat Agree		Disagree		Mean	SD	%	Ranking
	Fre	%	Fre	%	Fre	%				
Theories of social case work to explain behavior.	10	40.00	15	60.00	0	0.00	2.40	0.500	80.00	3
Communication Methods with community leaders.	19	76.00	6	24.00	0	0.00	2.76	0.436	92.00	1
How to conduct professional interviews.	19	76.00	6	24.00	0	0.00	2.76	0.436	92.00	1
The resources and possibilities of the local community	13	52.00	9	36.00	3	12.00	2.40	0.707	80.00	3
How to apply professional principles.	13	52.00	12	48.00	0	0.00	2.52	0.510	84.00	2
Study, diagnosis and treatment processes.	10	40.00	12	48.00	3	12.00	2.28	0.678	76.00	4
Methods of organizing symposiums.	7	28.00	18	72.00	0	0.00	2.28	0.458	76.00	4
Regulations and work laws of the institution	7	28.00	18	72.00	0	0.00	2.28	0.458	76.00	4
Provide services sources	4	16.00	18	72.00	3	12.00	2.04	0.539	68.00	5
Social policy affecting the Community Police Department.	13	52.00	12	48.00	0	0.00	2.52	0.510	84.00	2
How to follow up and evaluate the activities of community institutions.	10	40.00	15	60.00	0	0.00	2.40	0.500	80.00	3
know the latest professional practice methods.	10	40.00	15	60.00	0	0.00	2.40	0.500	80.00	3
Professional Registration Methods.	10	40.00	12	48.00	3	12.00	2.28	0.678	76.00	4
Professional Work Evaluation Methods.	10	40.00	15	60.00	0	0.00	2.40	0.500	80.00	3
Total	155	44.29	183	52.29	12	3.43	33.72	2.441	80.29	-

the client's individual differences, respect the client's confidentiality of information, and respect the dignity of clients and avoid hurt their feelings, these results demonstrate the importance of ethical and professional values and the necessity of commitment by the social workers who works in community policing. This helps him to perform his role better, especially as he deals with a Gulf society that has many customs and traditions, this prevents some members of the community from going to the social workers, which emphasizes the need for social work profession to make a good marketing of the services provided to the community as well as the values they adopt effectively within the community. These results are consistent with the findings of Abdelmutallab study (2001) that the society must be committed and valued in order to ensure the success of the community policing work. These results showed the necessity of supplying the social workers with social and ethical professional values in the community police department. The study of Al-Qarni, 2006 agreed with that in case of that the lack of awareness of moral values by social workers is reflected negatively on their professional practice.

Moreover, the result of study showed that the most professional training requirements for social workers working in the community police department in Qatar; the use of modern technology, training of how to effectively make assessment to client's problems, and training of how to use evidence-based practice in community police department. These findings are consistent with the results of the study of Abdullah (2015) and Nassar (2015), are showed that the main obstacles faced by community police workers are the lack of training programs, which necessitates the need to increase training programs and take into consideration the needs of social workers in the knowledge, skills, and values in these courses.

Additionally, study findings show that the three top ranked the professional skills professional requirements for social workers working in the community police department in Qatar; established professional relationship skills, communicating with local leaders skills, discovering individual problems skills, problem solving skills, organizing meetings and symposiums skills, and conducting professional interviews skills, These results confirm the importance of skills for social workers who working in the community policing department as they help them to perform their roles and raise their professional level, which is beneficial to them and the profession. These results agreed with Oweida study (2000) which explained that providing social workers with skills helps them to develop professional practice in a systematic manner. And agreed with the study of Abdullah (2015) has shown a lack of experience and skill in social workers in the community policing department.

Our study also found that the four and last top ranked the professional knowledge professional requirements for social workers working in the community police department in Qatar; communication methods with community leaders, how to conduct professional interviews, how to apply professional principles, and social policy affecting the community Police department. These results are consistent with the findings of the study Hamza, (2006), which reached a set of planning indicators that may contribute to better meeting the knowledge needs of the social workers. And agrees with the study of Ibrahim (2005) which emphasizes the need for social workers to develop knowledge programs which helps them to do their jobs better.

limitations and strengths of a study

There are clear limitations to this study. Although the study used a purposive random sample of social workers from some community police department in Qatar, it is inappropriate to generalize the results to all social workers because the Register may not be representative of all social workers. Samples from different geographical regions may provide differing results. Secondly, the questionnaire was self-reported and did not capture the actual practices related to professional requirements. Third, Sample of this study of female social workers perhaps if other studies applied on a male sample may give different results. Fourth, because surveys are self-reporting measures, participants may have consistently been given high or low ratings. These may have biased results and serve as sources of error and affect variance.

10.CONCLUSION

Social workers play an important role in the police departments This role requires all concerned in this setting to activate the professional performance of all social workers by designing more training courses that satisfy the needs of these social workers in the setting of police work. These findings should serve as a starting point in providing a method to Professional requirements needed by female social workers for effective performance in community police department in Qatar, but further study is needed to enhance and conduct more studies on the role of social work in the field of community policing in the Arab environment.

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Authors Contribution

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Recommendations and future research:

At the end of this research, we propose several topics for future studies:

1. The Impact of Cultural Factors on the Working Methods of Social Work Specialists in Community Police Departments in Arab Societies.
2. An Analysis of the Social Challenges Faced by Social Work Specialists in Community Police Departments: A Case Study.
3. Exploring Ways to Enhance Communication Between Social Work Specialists, Police Teams, and Communities.
4. The Impact of Digital Transformation and Artificial Intelligence Applications on Enhancing Communication Between Social Work Specialists and Community Police Departments.
5. Evaluating the Quality of Work Life for Social Work Specialists in Community Police Departments.

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