

UNIVERSITY OF EDUCATION, WINNEBA



**HUMAN RIGHTS AND THE POST-ARREST TREATMENT OF SUSPECTS: A
CASE STUDY OF THE KASOA CENTRAL EAST POLICE COMMAND**

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CASE STUDY OF THE KASOA CENTRAL EAST POLICE COMMAND**



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fulfilment of the requirements for the Award of
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**Centre for Conflicts Human Rights and Peace Studies
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DECLARATION

Student's declaration

I, Amos Tetteh Yao Kudah, hereby declare that except for references to others people's work which have been duly cited, this research work is the result of my own work and that it has neither in whole nor in part been presented elsewhere

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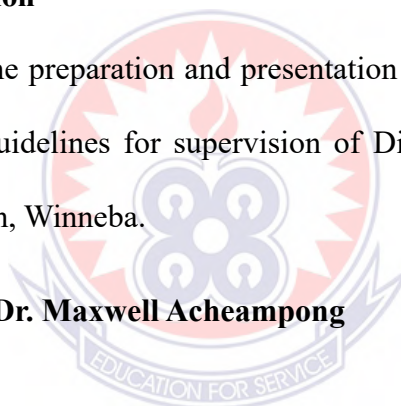
Supervisor's declaration

I hereby declare that the preparation and presentation of this work was supervised in accordance with the guidelines for supervision of Dissertation as laid down by the University of Education, Winneba.

Name of Supervisor: Dr. Maxwell Acheampong

Signature.....

Date.....



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DEDICATION

This thesis is dedicated to my family.



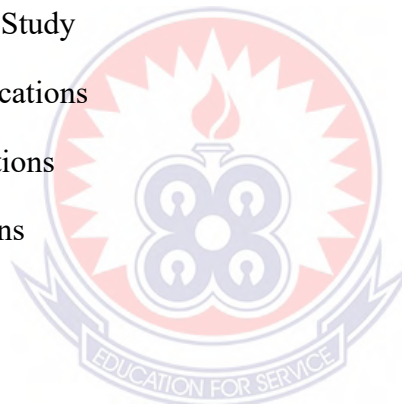
TABLE OF CONTENTS

DECLARATION	iii
ACKNOWLEDGEMENT	iv
DEDICATION	v
TABLE OF CONTENTS	vi
ABSTRACT	x
CHAPTER ONE: INTRODUCTION	1
1.1 Introduction	1
1.2 Statement of the Problem	4
1.3 Purpose of the Study	6
1.4 Research Objectives	7
1.5 Research Questions	7
1.6 Significance of the Study	7
1.6.1 Contribution to Knowledge	7
1.6.2 Contribution to Policy	8
1.6.3 Contribution to Practice	9
1.6.4 Contribution to Theory	10
1.7 Scope of the Study	10
1.8 Definition of Terms	11
1.9 Organization of the Study	12
CHAPTER TWO: REVIEW OF RELATED LITERATURE	14
2.1 Introduction	14
2.2 Human Rights Frameworks and Law Enforcement	14
2.2.1 International Human Rights Standards and Protocols	14
2.2.2 National Human Rights Legislation in Ghana	18
2.2.3 Law Enforcement and Human Rights Compliance	20

2.2.4 Law Enforcement Practices and Human Rights	23
2.4.5 Challenges in Ensuring Compliance in Law Enforcement	25
2.3 Post-Arrest Procedures and Human Rights	26
2.3.1 The Nature of Post-Arrest Treatment	26
2.3.2 Rights of the Accused and Detained	28
2.3.3 Examples from Other Regions and Their Applicability	30
2.4 Perceptions and Experiences of Offenders	32
2.4.1 Offenders' Perspectives on Post-Arrest Treatment	32
2.4.2 Impact of Treatment on Offenders' Rights and Dignity	34
2.4.3 Analysis of Other Regions in Ghana	35
2.5 Police Perspectives and Training in Human Rights	37
2.5.1 Awareness and Attitudes of Police Officers	37
2.5.2 Training Programs in Law Enforcement	38
2.5.3 Challenges in Implementing Human Rights-Oriented Policing	40
2.6 Police Officers' Awareness and Attitudes Towards Human Rights of Offenders	42
2.6.1 Evolution of Human Rights in Policing	42
2.6.2 Attitudes and Practices towards Offenders' Human Rights	43
2.6.3 Challenges and Barriers in Police Officers' Awareness and Attitudes towards Human Rights of Offenders	46
2.7 Theoretical Frameworks	47
2.7.1 Procedural Justice Theory	48
2.7.2 Social Contract Theory	48
2.8 Conceptual Framework	50
2.8.1 Normative-Legal Framework (Structural Dimension)	51
2.8.2 Institutional-Operational Practices (Organisational Dimension)	51
2.8.3 Enforcement Orientation and Crime-Control Logic	52
2.8.4 Experiential-Perceptual Outcomes (Lived Dimension)	53

2.8.5 Integrated Conceptual Model	53
CHAPTER THREE: METHODOLOGY	56
3.1 Research Philosophy	56
3.2 Research Approach	57
3.3 Research Design	59
3.4 Study Population	60
3.5 Sampling and Sampling Size	61
3.6 Data Collection Methods	62
3.7 Data Analysis	64
3.8 Trustworthiness	66
3.9 Ethical Consideration	67
3.10 Positionality	68
CHAPTER FOUR: FINDING AND DISCUSSION	70
4.0 Introduction	70
4.1 Findings	70
4.2 Post-Arrest Treatment of Offenders by Kasoa Central East Police Command	71
4.2.1 Ensuring Legal Compliance and Procedural Integrity	71
4.2.2 Human Rights Awareness and Ethical Treatment	74
4.2.3 Challenges in Implementing Human Rights Protocols	77
4.3 Treatment of Suspects by the Kasoa Central East Police Command	80
4.3.1 Physical Abuse as a Form of Coercion	81
4.3.2 Prolonged Detention and Psychological Punishment	83
4.3.3 Retaliatory and Discriminatory Treatment	86
4.4 Awareness and Implementation of Human Rights Protocols among Police Officers in the Kasoa Central East Police Command Region	88
4.4.1 Awareness and Understanding of Human Rights Protocols	88
4.4.2 Practical Implementation of Human Rights Protocols	90

4.4.3 Challenges in Upholding Human Rights Protocols	91
4.4.4 Training and Awareness Initiatives	93
CHAPTER FIVE: SUMMARY AND CONCLUSION	94
5.0 Introduction	94
5.1 Summary	95
5.2 Key Findings	97
5.2.1 Research Question One: What is the nature of post-arrest treatment within the Kasoa Central East Police Command?	97
5.2.2 Research Question Two: How do suspects experience post-arrest treatment within the Command?	97
5.2.3 Research Question Three: What is the level of awareness and implementation of human rights protocols among police officers?	98
5.3 Implications of the Study	99
5.3.1 Theoretical Implications	99
5.3.2 Practical Implications	100
5.3.3 Policy Implications	101
5.4 Conclusion	102
5.5 Recommendations	103
5.6 Study Limitations	104
5.7 Suggesting Further Studies	105
REFERENCES	107



ABSTRACT

This study examines the relationship between human rights principles and the post-arrest treatment of suspects in the Kasoa Central East Police Command in Ghana. The post-arrest phase is a legally and ethically sensitive stage of the criminal justice process, where protections for dignity, due process, and freedom from abuse are most vulnerable to infringement. Although Ghana's constitutional framework and international treaty obligations provide clear safeguards, concerns persist about the consistency of their operational implementation at the command level. Adopting a qualitative case study design within an interpretivist paradigm, the study generated in-depth insights into post-arrest practices and lived custodial experiences. Data were collected through purposive sampling of twelve (12) participants, comprising police officers and suspects. Semi-structured interviews, supported by observations and document review, were analyzed using thematic analysis to identify patterns related to procedural compliance, rights awareness, institutional constraints, and experiential outcomes. The findings reveal a complex relationship between formal human rights awareness and practical enforcement. While police officers demonstrated familiarity with constitutional and international human rights standards, implementation during the post-arrest phase was uneven and mediated by institutional culture, resource limitations, and operational pressures. Suspects reported experiences ranging from procedural compliance and respectful treatment to prolonged detention, coercive practices, and perceived psychological intimidation. The study identifies a significant gap between normative training and practical application, highlighting structural and organizational factors that shape rights outcomes beyond individual officer knowledge. The study concludes that post-arrest human rights protection within the Kasoa Central East Police Command cannot be assessed solely on the basis of formal legal compliance or training exposure. Rather, it is influenced by institutional capacity, supervisory mechanisms, enforcement orientation, and everyday police-suspect interactions. The research recommends strengthening practice-oriented human rights training, enhancing supervisory accountability at the command level, improving custodial infrastructure, and reinforcing independent oversight mechanisms to ensure consistent rights protection.

CHAPTER ONE

INTRODUCTION

1.1 Introduction

The concept of human rights, which is firmly grounded in the principles of human dignity and equality, has served as a fundamental principle in both international law and moral philosophy for an extended period. The Universal Declaration of Human Rights (1948) and subsequent international treaties have laid the foundation for a comprehensive global framework aimed at safeguarding and advancing human rights. Nevertheless, the implementation of these rights within the framework of criminal justice, specifically regarding the treatment of individuals after their arrest, continues to be a developing field of research.

The post-arrest phase within the criminal justice system holds substantial importance when considering the protection and promotion of human rights. This prior period, encompassing detention, interrogation, and the subsequent legal proceedings culminating in a trial, is replete with inherent possibilities for the infringement of human rights. How individuals who have committed offences are handled during this specific period not only serves as an indicator of a society's dedication to safeguarding human rights but also has a significant influence on the overall credibility and validity of the entire criminal justice system (Ganesan et al., 2005). The Human Rights Watch has constantly drawn attention to concerns within this field, underscoring the importance of conforming to established international human rights norms (Ganesan et al., 2005).

The significance of prison reform and offender treatment within the 2030 Agenda for Sustainable Development, specifically about peace, justice, strong institutions, good health, gender equality, and reduced inequalities, is underscored by the United Nations

System Common Position on Incarceration (Meissner, 2021). Furthermore, it is worth noting that the Basic Principles for the Treatment of Prisoners and the Standard Minimum Rules for the Treatment of Prisoners place significant emphasis on the imperative to afford prisoners and offenders dignity, facilitate their successful reintegration into society, and offer appropriate post-release support, all while safeguarding their inherent human rights and fundamental freedoms (Griffiths, Dandurand & Murdoch, 2017; McCall-Smith, 2016). These principles emphasize the responsibility of states to guarantee the well-being of the general public and enforce consequences for offenders, all while upholding relevant human rights and avoiding excessive reliance on pretrial custody and incarceration (Meissner, 2021).

How individuals who have been arrested are treated exhibits considerable variation across diverse legal frameworks and cultural environments. The surrender of fugitive convicts in territories such as Mainland China, Hong Kong, and Macau has given rise to significant human rights concerns, particularly within the framework of the 'one country, two systems' government (Yin, 2022). In South Africa, notable advancements have been made in the acknowledgement and safeguarding of inmates' human rights, namely women, throughout the post-apartheid period (Hout & Wessels, 2021). The regional studies included in this research offer significant contributions by shedding light on the various obstacles and strategies employed in the post-arrest phase to safeguard human rights.

International and regional organizations play a crucial role in influencing the norms and procedures related to the treatment of individuals after their detention. The International Criminal Court (ICC) and the African Court on Human and Peoples' Rights are illustrative institutions that influence the implementation of human rights norms within the framework of criminal justice. The discussion surrounding the International

Criminal Court's (ICC) prioritization of African leaders and the subsequent decision of certain African nations to withdraw from the ICC serves as an illustration of the intricate nature of international justice and the safeguarding of human rights within the African context (Mohamed, no date). The prevalence of issues such as the utilization of torture to extract confessions and the absence of legal counsel is well-documented in various systems, as indicated by research conducted in regions such as Lebanon (Baz, n.d.). Additionally, it is worth noting that the COVID-19 pandemic has introduced additional complexities to the realm of human rights, exerting an impact on both the rights of those who have committed offences and the whole operation of the criminal justice system (Mannan, Alam, & Rahman, 2021).

In a theoretical sense, this concept poses a challenge to the conventional understanding of state sovereignty, penal authority, and the function of the criminal justice system within a society that prioritizes the protection of human rights. In practical terms, there is a need for reforms in legal frameworks, law enforcement procedures, and judicial processes to conform to international human rights norms. The theoretical framework of 'criminal humanitarianism' proposes the integration of penal policy with human rights, providing a lens through which to comprehend these difficulties. This perspective places significant emphasis on the role of human rights in influencing penal policies and practices, calling for a criminal justice framework that is characterized by compassion and adherence to fundamental rights (Lohne, 2020).

The treatment of offenders upon their arrests in Ghana has become an increasingly concerning topic. The necessity for improvements by international human rights norms is underscored by the presence of overcrowding in prisons, insufficient healthcare, and cases of abuse, as indicated by reports (Van Hout & Mhlanga-Gunda, 2019). The criminal justice system in Ghana encounters difficulties in achieving a harmonious

equilibrium between customary practices and contemporary human rights standards, hence demanding a sophisticated strategy for reform and policy formulation.

The exploration of human rights within the framework of post-arrest procedures for those accused of crimes is of utmost importance in comprehending the wider intricacies of justice, fairness, and the preservation of human worth in present-day communities. As the international society persists in confronting these challenges, the imperative of doing continuous research and fostering debate becomes evident in the pursuit of cultivating criminal justice systems that are both more compassionate and efficient. Consequently, this study is deemed suitable for addressing this need.

1.2 Statement of the Problem

The post-arrest phase of the criminal justice process is among the most vulnerable stages for protecting human rights. Although international and domestic legal frameworks provide clear safeguards against torture, arbitrary detention, and inhumane treatment, empirical research across jurisdictions continues to reveal gaps between normative guarantees and operational practice. Studies in policing and criminal justice consistently demonstrate that translating human rights standards into day-to-day law enforcement practice remains uneven and context-dependent.

In the Ghanaian context, constitutional protections under the 1992 Constitution and procedural safeguards under the Criminal and Other Offences (Procedure) Act (Act 30) establish clear rights for arrested persons. However, empirical studies indicate that implementation challenges persist. For example, Tankebe (2008) examined police legitimacy and public trust in Ghana and found inconsistencies between formal human rights commitments and actual policing practices. Similarly, Aning and Pokoo (2014) highlighted institutional and resource constraints within Ghana's police system that

may undermine adherence to rights-based policing. Owusu-Bempah (2017) further noted structural challenges in pre-trial processes, including delays and detention conditions that raise human rights concerns.

Beyond Ghana, international scholarship also underscores the variability of post-arrest practices. Schaible, Gant, and Ames (2020) demonstrated that police officers' discretionary attitudes significantly influence diversion decisions, suggesting that post-arrest outcomes are shaped not only by law but also by officer perceptions. Pérez (2018), examining procedural justice perceptions in Ecuador, found that offenders' satisfaction with the police was closely tied to respectful treatment and recognition of rights, reinforcing the centrality of procedural fairness during the post-arrest phase. Similarly, studies on diversion and treatment-based alternatives (e.g., Spooner, Hall, & Mattick, 2001) indicate that institutional choices at the pre-trial stage have direct implications for rights protection.

Despite these contributions, much of the existing scholarship remains at national, comparative, or thematic levels. There is limited localized empirical inquiry into how post-arrest human rights protections operate within specific police commands in Ghana. While national-level analyses acknowledge systemic challenges, they do not provide detailed insight into how constitutional safeguards are interpreted, operationalized, or experienced in particular policing environments.

The Kasoa Central East Police Command presents a critical yet understudied site for such examination. As a rapidly expanding urban and peri-urban area characterized by demographic diversity, resource pressures, and evolving crime dynamics, the command operates under conditions that may complicate the consistent implementation of human rights standards. However, there is insufficient empirical evidence documenting how

officers within this command understand and apply human rights protocols during the post-arrest phase and how suspects experience treatment in custody.

The core problem, therefore, is the lack of grounded, command-level empirical analysis of how human rights norms are translated into operational practice in the post-arrest treatment of suspects within the Kasoa Central East Police Command. Without such localized inquiry, discussions of reform and rights compliance risk remaining abstract and insufficiently informed by the lived realities of policing practice. This study addresses this gap by systematically examining post-arrest procedures, suspects' experiences, and police officers' awareness and implementation of human rights standards within this specific institutional context.

1.3 Purpose of the Study

The primary purpose of this study was to examine the relationship between human rights principles and the post-arrest treatment of suspects within the Kasoa Central East Police Command. Specifically, the study assessed the extent to which post-arrest procedures and custodial practices align with constitutional and international human rights standards. It also explored suspects' lived experiences during the post-arrest phase, with particular attention to dignity, fairness, and due process. In addition, the study evaluated police officers' awareness, interpretation, and practical implementation of human rights protocols, and identified institutional and operational factors that shape compliance.

1.4 Research Objectives

1. To examine the existing post-arrest practices and procedural processes employed by the Kasoa Central East Police Command in the treatment of suspects.
2. To explore the lived experiences and perceptions of suspects regarding their treatment during the post-arrest period at the Kasoa Central East Police Command.
3. To assess the level of awareness, application, and enforcement of constitutional and international human rights protocols among police officers during the post-arrest phase.

1.5 Research Questions

1. What post-arrest practices and procedures are employed by the Kasoa Central East Police Command in the treatment of suspects?
2. How do suspects describe and interpret their experiences during the post-arrest period at the Kasoa Central East Police Command?
3. To what extent are constitutional and international human rights protocols understood and applied by police officers during the post-arrest phase?

1.6 Significance of the Study

This study makes a significant contribution to scholarship, policy, institutional practice, and theoretical advancement within the field of human rights and criminal justice.

1.6.1 Contribution to Knowledge

At the level of knowledge production, this study addresses a critical empirical gap by providing localized, command-level evidence on the post-arrest treatment of suspects in a specific policing context in Ghana. Much of the existing literature examines human

rights compliance at national or comparative levels; however, qualitative inquiry into how constitutional and international standards are operationalized within individual police commands remains limited. By focusing on the Kasoa Central East Police Command, this research offers grounded empirical insight into how post-arrest procedures unfold in practice, how discretion is exercised, and how suspects experience state authority during a legally vulnerable stage.

Importantly, the findings illuminate the gap between human rights awareness and practical implementation. Although officers are familiar with rights-based principles, operational realities—such as institutional culture, resource constraints, and procedural pressures—mediate their application. This nuanced understanding enriches existing debates by moving beyond a binary view of compliance versus violation and revealing the structural and organizational factors that shape rights outcomes. In doing so, the study advances context-sensitive scholarship on the implementation of human rights in developing justice systems.

1.6.2 Contribution to Policy

From a policy perspective, the study offers evidence-based insights to inform reforms in the Ghana Police Service and related oversight institutions. The identification of inconsistencies between training and practice suggests the need to recalibrate policy, prioritizing practical application, supervision mechanisms, and measurable accountability structures over solely normative training frameworks.

The findings further highlight the importance of strengthening institutional monitoring systems at the command level. By documenting suspects' lived experiences of prolonged detention, procedural irregularities, and occasional coercive practices, the study provides empirical grounding for targeted reforms in custody management, documentation procedures, and internal review processes. Policymakers can utilize

these insights to design localized interventions that respond directly to operational realities rather than relying on generalized national reforms.

Additionally, the research underscores the need to bridge the gap between formal constitutional guarantees and their institutional enforcement. This has implications for legislative oversight, independent accountability bodies, and the integration of human rights performance indicators into police evaluation systems.

1.6.3 Contribution to Practice

At the professional practice level, the study offers critical reflections for law enforcement officers and command leadership. The findings show that while there is formal awareness of human rights obligations, practical implementation is shaped by institutional norms, workload pressures, and enforcement priorities. By exposing this tension, the research provides a basis for rethinking supervision, mentorship, and performance assessment within police commands.

Documenting suspects' experiences provides practical feedback to the police institution, enabling command-level leadership to identify areas where treatment standards can be strengthened. It encourages a shift from reactive compliance to proactive rights-based policing. Furthermore, the findings support integrating procedural justice principles into everyday policing, emphasizing respectful communication, transparency, and fairness as operational tools to enhance institutional legitimacy. The study also provides a reflective instrument for officers, promoting institutional introspection and reinforcing the understanding that human rights compliance is not merely a legal requirement but a foundation for sustainable public trust and effective policing.

1.6.4 Contribution to Theory

Theoretically, this research advances understanding of the relationship between human rights norms and policing practices in a developing institutional context. By empirically examining the post-arrest phase, the study tests and contextualizes key theoretical propositions on procedural justice, legitimacy, and state authority.

The findings show that legitimacy is shaped not only by formal legal structures but also by everyday interactions during custody. They also reveal the tension between order-maintenance priorities and rights protection, offering nuanced insight into how enforcement orientations influence rights outcomes. In doing so, the study contributes to refining theoretical discussions of the social contract between citizens and the state, particularly in contexts where institutional constraints complicate the full realization of rights-based policing. Rather than treating theory as abstract doctrine, this research grounds theoretical constructs in lived institutional realities, thereby strengthening their explanatory relevance in the Ghanaian context and comparable jurisdictions.

1.7 Scope of the Study

This study focuses on the post-arrest treatment of offenders within the Kasoa Central East Police Command Region in Ghana. The research does not extend to other regions or to stages of the criminal justice process, such as trial and sentencing. Additionally, the scope is limited to qualitative methods, using interviews and observations to gather in-depth insights. This focus ensures a detailed, context-specific understanding of the issues at hand while acknowledging the limitations inherent in not examining the broader national context or quantitative aspects of law enforcement and human rights practices.

1.8 Definition of Terms

Human Rights

Refers to the fundamental rights and freedoms that are universally entitled to all human beings, regardless of nationality, place of residence, sex, national or ethnic origin, color, religion, language, or any other status. The context of this research pertains to the rights of offenders after arrest, including the right to fair treatment and protection from torture and inhumane treatment.

Post-Arrest Treatment

This term describes the handling, management, and overall treatment of individuals by law enforcement agencies and judicial systems after they have been arrested and before they are tried. It encompasses aspects such as detention conditions, interrogation methods, and respect for legal rights.

Law Enforcement Practices

Refers to the methods, procedures, and actions employed by police in the course of their duties. This study specifically relates to the practices employed by the Kasoa Central East Police Command Region in dealing with arrested offenders.

Procedural Justice

A concept in criminal justice that refers to the idea of fairness in the processes that resolve disputes and allocate resources. It is concerned with the perceived fairness of the methods and procedures used by law enforcement and judicial authorities, particularly about the treatment of offenders post-arrest.

Criminal Justice System

The network of government agencies and institutions responsible for upholding laws, deterring and mitigating crime, and sanctioning those who violate laws. In this research, the focus is on the segment of the system that deals with offenders from the point of

arrest to the commencement of their trial, particularly within the Kasoa Central East Police Command Region.

1.9 Organization of the Study

Chapter One introduced the study by providing a comprehensive background to the subject. It delineates the research problem that necessitates further exploration. It clearly outlined the objectives of the study, formulated the research questions, and elucidated the study's significance in both theoretical and practical realms. Additionally, it defined the scope of the study and offered precise definitions of key terms relevant to the research.

Chapter Two presented an extensive review of the existing literature pertinent to the study's focus. It involved a critical examination of various sources, including academic journals, books, scholarly articles, and both published and unpublished papers positioning the study within the broader scholarly discourse and identifying gaps that the current research aimed to address.

Chapter Three detailed the methodological approach adopted for the research. It provided an in-depth explanation of the research design, including the description of the research setting and context, and specified the target population. It also outlined the sampling size, sampling techniques, sources of data, and the instruments used for data collection, offering a structured approach to the research process.

Chapter Four is dedicated to the presentation and analysis of the data collected from the field. The data is analyzed using qualitative methods, yielding significant findings pertinent to the research questions. It synthesized the primary findings, drawing conclusions and making inferences based on the data analysis.

Chapter Five, the concluding chapter, provided a summary and conclusion of the research findings. It also offered recommendations aimed at law enforcement agencies, policymakers, human rights advocates, and future researchers in the field.



CHAPTER TWO

REVIEW OF RELATED LITERATURE

2.1 Introduction

This chapter reviews relevant scholarship on human rights and post-arrest law enforcement practices, with particular attention to the protection of suspects' rights during detention. The literature situates post-arrest treatment within broader international and national human rights frameworks, including constitutional safeguards, procedural justice principles, and institutional policing standards. Because the post-arrest phase is a critical stage when rights are most vulnerable to infringement, this review examines both normative legal standards and empirical studies of police compliance and detainee experiences. The chapter further contextualizes the discussion within Ghana's legal and institutional environment, where constitutional provisions and international treaty obligations intersect with operational realities in policing. By examining global, regional, and Ghanaian perspectives, the review identifies gaps between human rights norms and their practical implementation. This provides the conceptual and empirical foundation for analyzing post-arrest practices within the Kasoa Central East Police Command.

2.2 Human Rights Frameworks and Law Enforcement

2.2.1 International Human Rights Standards and Protocols

The enforcement of law and order is a fundamental aspect of governance, yet it must be harmoniously balanced with the adherence to international human rights standards and protocols. These standards provide a framework within which law enforcement agencies, including those in the Kasoa Central East Police Command Region, must operate to ensure the protection of individual rights and freedoms.

The Universal Declaration of Human Rights (UDHR), adopted by the United Nations General Assembly in 1948, is a milestone document in the history of human rights (United Nations, 1948). It sets out, for the first time, fundamental human rights to be universally protected. The Declaration consists of 30 articles that have been instrumental in influencing national constitutions and legal frameworks worldwide. For law enforcement, the UDHR lays down the foundation for the treatment of individuals post-arrest, emphasizing the right to equality before the law (Article 7), the right to a fair and public hearing by an independent and impartial tribunal (Article 10), and the right to be presumed innocent until proven guilty (Article 11).

The UDHR's influence extends beyond its moral and political significance; it has shaped the development of human rights laws and practices globally. Its principles are reflected in the training and operational guidelines of police forces, including those in Ghana, to ensure that the treatment of offenders post-arrest aligns with these universal standards (Mawby, 2016).

The United Nations (UN) has been instrumental in establishing guidelines and frameworks for human rights globally. These guidelines serve as a benchmark for law enforcement agencies worldwide, ensuring that their practices align with internationally recognized human rights standards. The UDHR, along with various UN conventions and treaties, provides a comprehensive set of rights that law enforcement must respect and protect. These include the right to life, the prohibition of torture, and the principles of equality and non-discrimination (Indra, 2021). The UN's role in setting these standards is crucial for maintaining a global consensus on human rights norms.

The International Covenant on Civil and Political Rights (ICCPR), adopted in 1966 and forced in 1976, builds on the principles outlined in the UDHR and provides a more detailed framework for civil and political rights (United Nations, 1966). It obligates

signatory countries, including Ghana, to respect the civil and political liberties of individuals, including freedom from torture and other cruel, inhuman, or degrading treatment or punishment (Article 7), the right to liberty and security of person (Article 9), and rights of detainees to be treated with humanity (Article 10).

For law enforcement agencies, the ICCPR is particularly significant in guiding the conduct of police officers and other security personnel. It mandates the humane treatment of individuals in custody and ensures that their fundamental rights are not violated during arrest, detention, or trial. The Covenant's provisions are crucial in shaping the policies and practices of police departments, ensuring that their operations are conducted within the ambit of international human rights law (Nowak, 2005).

The European Convention on Human Rights (ECHR) is a significant and influential regional document that protects and upholds human rights. It has had a profound impact on law enforcement tactics among its member states. The European Court of Human Rights (ECHR) administers a strong mechanism to safeguard human rights. It encompasses entitlements such as the right to a fair trial, exemption from cruel treatment, and the right to personal privacy. The Court's legal decisions have played a crucial role in influencing law enforcement practices, guaranteeing their adherence to human rights norms. An example of the Court's influence is its impact on police procedures regarding the use of force and surveillance. The Court's rulings ensure that these methods adhere to the rights protected by the Convention (Nilsson, 2023).

Various regions have formulated their own human rights instruments, which take into account cultural and regional characteristics while also adhering to universal human rights principles. Significant examples of this include the African Charter on Human and Peoples' Rights and the Inter-American Convention on Human Rights. These measures have created regional organizations that are in charge of monitoring and

ensuring adherence to human rights norms. Chowdhury, Shastri, and Bhuiyan (2010) emphasize the significance of these regional mechanisms in advancing and safeguarding human rights. These instruments prioritize the balance between upholding state sovereignty and safeguarding fundamental human rights and freedoms.

The African Charter has played a crucial role in dealing with matters that are unique to the African situation, such as colonialism and self-determination, while also emphasizing civil and political rights. Likewise, the Inter-American system has had a notable impact in dealing with human rights abuses in the Americas, specifically during periods of dictatorships and internal strife.

The translation of international human rights standards into local law enforcement practices is fraught with challenges. According to Bradford et al. (2014), one of the key issues is the gap between international norms and local cultural and institutional realities. This gap is particularly evident in regions like Kasoa, where law enforcement must navigate local norms and expectations while adhering to international human rights standards.

In Ghana, the police force has undergone various reforms aimed at aligning its operations with international human rights standards. Tankebe (2008) notes that these reforms have been partly successful, but challenges remain, particularly in ensuring consistency in the application of these standards across different regions and units within the police force.

Effective human rights training is crucial for law enforcement officers. According to Huggins and Glebbeek (2003), training programs that focus on human rights not only provide officers with the necessary knowledge and skills but also help inculcate a culture of respect for human rights within law enforcement agencies. However, the

effectiveness of these training programs varies. As argued by Bayley and Shearing (2001), training must be continuous and context-specific to be effective.

Oversight and accountability mechanisms play a crucial role in ensuring that law enforcement agencies adhere to human rights standards. According to Goldsmith and Lewis (2000), independent oversight bodies can provide the necessary checks and balances to prevent human rights violations.

2.2.2 National Human Rights Legislation in Ghana

The 1992 Constitution of Ghana is a fundamental pillar of the country's commitment to safeguarding human rights. The Constitution includes a comprehensive set of fundamental rights, protected in Chapter Five. These rights pertain to civil and political matters and are essential in a democratic society (Gyimah-Boadi, 1996). They encompass fundamental entitlements such as the right to life, freedom of speech, equality under the law, and protection against cruel and degrading treatment. These rights are of significant importance within the framework of law enforcement and the criminal justice system.

The Constitution clearly forbids torture and other types of cruel, inhuman, or humiliating treatment or punishment. This clause is especially important when it comes to how offenders are treated once they have been arrested (Article 15(2), 1992 Constitution). This restriction adheres to international human rights norms and emphasizes the necessity for compassionate treatment across all stages of criminal justice processes. In addition, the Constitution explicitly ensures the entitlement to a just trial and legal counsel, which are crucial in upholding fairness and responsibility throughout the period following an arrest (Article 19, 1992 Constitution).

Nevertheless, despite the presence of these constitutional assurances, there have been occasions where the actions of law enforcement have been subject to scrutiny. Research

conducted by Atuguba and Agyeman (2006) has brought attention to the issue of how well these constitutional rights are followed in real-life situations, specifically about police custody and pre-trial detention.

Ghana's criminal procedure is regulated by various legislations, one of which is the Criminal and Other Offences (Procedure) Act of 1960 (Act 30). This legislation delineates the protocols to be adhered to, from the moment of apprehension through the conclusion of legal proceedings, guaranteeing the preservation of the accused individual's rights throughout the criminal justice system. Act 30 outlines the criteria for arresting someone and the entitlements of the arrested individual, including the right to be notified of the grounds for arrest and the right to legal representation (Owusu-Bempah, 2017).

However, enforcing this legislation in relation to human rights has posed difficulties. Tankebe (2008) highlights discrepancies between the legal framework and its implementation, specifically in how criminals are treated during the pre-trial phase. The prevalence of issues such as protracted pre-trial detention, overcrowding in police cells, and poor access to legal representation raises questions about the effectiveness of the criminal procedure in protecting human rights.

Moreover, the Police Service Act, 1970 (Act 350) and the Police Service Regulations, 1971 (L.I. 761), which dictate the behavior of police personnel, highlight the importance of law enforcement in upholding the rights of residents. Nevertheless, there are still concerns over the implementation of these legislation and the education of law enforcement agents in the principles of human rights. Aning and Pokoo (2014) have highlighted the necessity for enhanced training and supervision to ensure that police practices conform to human rights norms.

2.2.3 Law Enforcement and Human Rights Compliance

One pivotal development in law enforcement has been the transition from traditional methods to more people-friendly approaches that emphasize community engagement and respect for individual rights (Subramanian, 1999). This shift reflects a growing recognition of the importance of building trust and cooperation between law enforcement agencies and the communities they serve.

The concept of human rights has undergone significant evolution over the centuries. Initially, the focus was on citizens' rights within the context of their respective states. However, the aftermath of World War II marked a turning point, leading to the establishment of universal human rights principles, as embodied in the International Bill of Human Rights (Subramanian, 1999). This period saw the emergence of global consensus on fundamental human rights, transcending national boundaries and cultural differences.

The development of human rights norms has been influenced by various international endeavours, with numerous treaties and conventions being adopted to protect and promote human rights globally. These developments have had a profound impact on societies, shaping how human rights are perceived and enforced. The intersection of law enforcement and human rights has become increasingly important and complex. Historically, law enforcement's primary focus was maintaining order and security, often at the expense of individual rights. However, the evolution of human rights norms has necessitated a reevaluation of law enforcement practices.

One area where this intersection is particularly evident is in the use of biometric databases and surveillance technologies. As Amelung, Granja, and Machado (2020) discuss, the evolution of biometric technologies in the European Union has raised critical questions about the balance between effective law enforcement and the

protection of individual privacy rights. This development highlights the ongoing challenge of integrating human rights considerations into law enforcement practices. Another significant area of intersection is mental health law. Perlin and Szeli (2008) explore how mental health law and human rights law have converged, particularly in addressing the rights of persons with mental disabilities. This convergence reflects a broader trend of integrating human rights principles into various aspects of law enforcement, ensuring that vulnerable populations are protected.

The issue of drug control and enforcement also illustrates the complex relationship between law enforcement and human rights. Lines (2014) examines how efforts to control drug use and trafficking have often led to human rights violations, highlighting the need for a balanced approach that respects both legal obligations and human rights norms.

The adherence of law enforcement to human rights standards is a crucial matter that has attracted considerable global attention. The United Nations (UN) has played a crucial role in establishing these norms, particularly through instruments such as the Universal Declaration of Human Rights (UDHR) and the International Covenant on Civil and Political Rights (ICCPR). The aforementioned documents establish a structure for safeguarding the rights and freedoms of individuals, which law enforcement agencies are required to preserve (United Nations, 1948; 1966).

The literature has thoroughly examined the best strategies for law enforcement compliance with human rights. Bradford et al. (2014) state that important strategies involve implementing community policing models that prioritize the value of community people and their rights. This strategy not only guarantees adherence to human rights norms but also cultivates trust between law enforcement and the communities they serve. Moreover, it has been recognized that training programs that

specifically target human rights knowledge are of utmost importance. Huggins and Haritos-Fatouros (2018) contend that incorporating such training within law enforcement education is crucial, as it enables officers to acquire the requisite information and abilities to uphold and safeguard human rights in their day-to-day activities.

The significance of supervision measures in guaranteeing compliance with human rights cannot be exaggerated. According to Casey-Maslen (2017), independent organizations responsible for overseeing police behavior have a crucial function in ensuring accountability. These entities have the authority to examine claims of human rights abuses and propose appropriate measures, so guaranteeing that law enforcement organizations comply with established norms.

Despite the emergence of global human rights norms and the identification of exemplary methods, there are still several obstacles to effectively implementing these standards within law enforcement. A major obstacle is the insufficient provision of comprehensive training and resources. According to Smith and Alpert (2017), numerous law enforcement agencies, particularly in developing nations, have insufficient resources to offer thorough human rights training to their officers. The absence of proper training can result in law enforcement personnel lacking awareness and comprehension of human rights, which can subsequently lead to violations.

Cultural and institutional obstacles also have a substantial impact on impeding adherence to human rights. Tankebe (2008) suggests that in certain societies, law enforcement authorities may normalize activities that are deemed human rights breaches, such as the utilization of disproportionate force. To effectuate a transformation in these deeply ingrained attitudes and practices, it is imperative to not

only provide training but also to induce a fundamental change in the organizational culture of law enforcement institutions.

Political intervention in law enforcement activities poses an additional obstacle to the adherence to human rights standards. Aning and Pokoo (2014) noted that political pressures can result in the abuse of police authority and the infringement of human rights. The interference frequently arises due to a deficiency in distinct demarcation between political entities and law enforcement authorities, resulting in compromised operational autonomy.

The presence of corruption among law enforcement organizations intensifies the difficulty of ensuring compliance with human rights. Owusu-Bempah (2017) observed that the pervasiveness of corruption weakens the principles of the rule of law and results in the infringement of individuals' rights, especially those who lack the means to offer bribes or who are victimized for denouncing corrupt activities.

2.2.4 Law Enforcement Practices and Human Rights

The utilization of coercion by law enforcement has been a pivotal subject of apprehension within the realm of human rights. The United Nations Basic Principles on the Use of Force and Firearms by Law Enforcement Officials (1990) establish an international norm, highlighting that force should be employed solely when necessary and to the degree essential for the execution of their responsibilities (United Nations, 1990). Research has demonstrated that the excessive or unwarranted application of physical coercion can result in infringements upon essential human entitlements, including as the right to life, freedom from cruel treatment, and the right to personal security (Smith, 2021). Smith's examination of incidents of police brutality in different nations emphasizes the necessity for rigorous rules and processes of accountability to guarantee adherence to human rights norms.

The examination and questioning methods employed by law enforcement agencies are also crucial in the discussion on human rights. The Mandela Rules, also known as the United Nations Standard Minimum Rules for the Treatment of Prisoners (2015), establish fundamental principles to protect the human rights of those in custody, such as the absolute prohibition of torture and mistreatment (United Nations, 2015). The study conducted by Johnson and Becker (2022) emphasizes the difficulties in achieving a proper equilibrium between the imperative of efficient law enforcement and the safeguarding of detainees' rights. Their analysis uncovers cases in which interrogation methods have approached or constituted torture, so breaching international human rights legislation.

The emergence of sophisticated monitoring technology has sparked much apprehension regarding the protection of privacy rights. The protection of privacy is explicitly stated in several human rights instruments, including the International Covenant on Civil and Political Rights (ICCPR) (United Nations, 1966). Nevertheless, Thompson (2023) contends that there exists a fine distinction between justifiable surveillance conducted for security reasons and intrusive monitoring that encroaches upon the rights to personal privacy. Thompson's comparative analysis of surveillance techniques in many jurisdictions reveals a prevailing inclination towards heightened surveillance by law enforcement agencies, frequently at the cost of private rights. This underscores the need to reassess legal frameworks to safeguard these rights.

Discrimination and profiling by law enforcement authorities continue to be a substantial concern in terms of human rights. The issue of racial profiling has been recognized as a widespread problem in numerous countries. The International Convention on the Elimination of All Forms of Racial Discrimination (ICERD) mandates that nations must eradicate racial discrimination, including within policing procedures (United

Nations, 1965). Martinez and Lee (2024) present a significant study that offers proof of the widespread use of racial profiling in law enforcement, establishing a connection to larger problems of institutional racism and infringements on human rights. Their research advocates for extensive improvements in law enforcement practices to tackle these biased practices.

2.4.5 Challenges in Ensuring Compliance in Law Enforcement

The adherence of law enforcement practices to human rights standards is substantially influenced by political regimes. Authoritarian regimes may, at times, place a higher importance on state security than on individual rights, resulting in human rights breaches committed by law enforcement agents (Celorio, 2019). The efficacy of regional systems for safeguarding human rights, such as those in the Americas and Europe, in tackling discrimination and ensuring adherence, frequently depends on the political determination of member states (Celorio, 2019). Economic factors are also significant in influencing law enforcement practices. Insufficient resources can result in insufficient training, inadequate supervision, and the absence of accountability mechanisms in law enforcement organizations, consequently impacting compliance with human rights (Gutterman, 2023). In addition, economic pressures might result in the prioritization of specific law enforcement goals at the expense of human rights issues.

Cultural ideas and traditions can pose substantial obstacles to the adherence to human rights in law enforcement. Letsie and Ngwena (2023) examine the influence of cultural norms in Lesotho on the rights of pregnant and parenting adolescents. They highlight the broader societal views that can shape law enforcement actions in this context. These cultural norms frequently result in discriminatory acts and weaken commitments to human rights. Law enforcement actions can mirror social stigma and discrimination,

especially against underprivileged populations. These encompass the practices of profiling, discriminatory treatment, and infringement upon rights, all of which are predicated on factors such as race, gender, sexual orientation, or disability (Guterman, 2023). These social views can impede endeavours to foster adherence to human rights in law enforcement.

There are situations where the legal frameworks that regulate law enforcement forces do not sufficiently conform to international human rights norms. The misalignment mentioned can lead to acts that are intrinsically discriminatory or infringe upon human rights (Razmetaeva, Barabash, & Lukianov, 2022). Inadequacies within institutions, such as the absence of robust oversight mechanisms, are a contributing factor to the occurrence of human rights breaches in the realm of law enforcement. The lack of strong accountability systems enables the continuation of human rights violations without sufficient means of addressing them (Razmetaeva et al., 2022). Although international human rights treaties exist, their implementation at the state level is sometimes beset by difficulties. This includes opposition from law enforcement agencies, insufficient knowledge or instruction, and inadequate supervision and implementation procedures (Celorio, 2019).

2.3 Post-Arrest Procedures and Human Rights

2.3.1 The Nature of Post-Arrest Treatment

The evaluation of compliance with human rights norms heavily relies on the quality of detention circumstances following an arrest. The United Nations Standard Minimum Rules for the Treatment of Prisoners also referred to as the Nelson Mandela Rules, provide fundamental principles that must be implemented. The provisions encompass

several aspects such as lodging, sanitation, attire and bedding, sustenance, physical activity, and healthcare services (United Nations, 2015).

Detention conditions in various places, including certain areas of Ghana, frequently fail to meet these established requirements. Akoensi et al. (2014) observed that Ghanaian prisons frequently surpass their capacity, resulting in insufficient living circumstances, which is a prevalent problem known as overcrowding. Excessive population density can lead to several infringements on human rights, such as limited availability of healthcare, substandard sanitation, and insufficient nourishment.

Furthermore, the psychological repercussions of incarceration circumstances must not be disregarded. According to Liebling (2015), the well-being of detainees is significantly impacted by their surroundings, including factors like isolation, absence of privacy, and restricted opportunities for leisure activities, which contribute to heightened levels of stress and anxiety.

Interrogation methods are a vital component of the treatment that occurs after an arrest. The legality and ethics of interrogation methods have been extensively discussed, especially with the utilization of coercive techniques. The United Nations Convention Against Torture, established in 1987, clearly forbids the use of torture and any other forms of cruel, inhuman, or degrading treatment or punishment. Nevertheless, there have been reports of forceful interrogation methods being used in other jurisdictions.

In Ghana, the police frequently face allegations of employing coercive interrogation methods. Tankebe (2008) has observed that Ghanaian police personnel have occasionally employed physical force during interrogations. Not only does this action infringe upon the human rights of the suspects, but it also weakens the credibility of the criminal justice system.

The efficacy of such interrogation methods is likewise dubious. Research conducted by Meissner et al. (2014) indicates that rapport-based strategies are more efficacious in extracting veracious information compared to forceful ones. This is consistent with the tenets of procedural justice, which prioritize equity, openness, and the protection of individuals' rights.

2.3.2 Rights of the Accused and Detained

The entitlement to legal counsel and the ability to seek legal recourse are fundamental principles of the contemporary criminal justice system and are protected by numerous international human rights treaties. According to Article 10 of the Universal Declaration of Human Rights (UDHR), all individuals have the right to a just and open trial conducted by a neutral and unbiased court (United Nations, 1948). In addition, Article 14 of the International Covenant on Civil and Political Rights (ICCPR), established by the United Nations in 1966, ensures the entitlement to legal representation. These laws are essential for safeguarding the rights of those who have been accused and incarcerated.

The 1992 Constitution of Ghana strengthens these ideals by explicitly stating the entitlement to a just trial and legal counsel (Republic of Ghana, 1992). Notwithstanding the existence of these legal frameworks, difficulties continue to exist in the actual implementation of these rights, particularly in areas such as the Kasoa Central East Police Command. Research has indicated that in numerous developing nations, including Ghana, the capacity to obtain legal assistance is frequently impeded by factors such as insufficient resources, restricted availability of legal aid, and a general lack of knowledge among the accused regarding their legal entitlements (Andersen, 2014).

Mensah's (2019) study underscores the financial constraints faced by several detainees in Ghana, resulting in protracted detentions and, in certain instances, erroneous

convictions due to the unavailability of legal representation. This is worsened by structural problems such as overcrowding in prison facilities and long periods of custody before trial, which additionally hinder the ability to obtain justice (Aning & Pokoo, 2014).

Continuous efforts have been made to enhance the availability of legal representation in Ghana. The Legal Aid Scheme, established under the Legal Aid Act 1997 (Act 542), is to assist individuals who lack the financial means to pay for legal services (Legal Aid Commission, 1997). Nevertheless, the efficacy of such endeavours in areas such as Kasoa necessitates additional scrutiny.

The right to be safeguarded against torture and cruel treatment is a fundamental human entitlement that is internationally acknowledged and upheld by numerous international agreements and conventions. Ghana, as a member of the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment (CAT), is bound by its provisions. The CAT specifically forbids torture and mandates that nations implement adequate measures to prevent it within any area under their control (United Nations, 1984).

Notwithstanding these global obligations, reports have emerged regarding incidents of torture and cruel treatment occurring in police custody and detention facilities, particularly those located in areas such as Kasoa. According to Amnesty International's (2020) yearly report on Ghana, there are issues over the utilization of disproportionate force and mistreatment by the police. These activities not only contravene international human rights standards but also erode the integrity of the criminal justice system.

The Ghanaian government has implemented measures to tackle these challenges. The creation of the Commission on Human Rights and Administrative Justice (CHRAJ) is a specific action taken to address human rights violations, such as torture and harsh

treatment. The commission's main responsibility is to investigate complaints related to these violations (Commission for Human Rights and Administrative Justice, 1993). Nevertheless, the efficacy of these methods in implementation, specifically in localized settings such as Kasoa, remains a subject of apprehension.

2.3.3 Examples from Other Regions and Their Applicability

An in-depth analysis of human rights about the treatment of offenders after their detention can be greatly enhanced by examining case studies and doing comparative analyses from different places. These examples provide significant insights into the range of practices and difficulties, offering a wider perspective that may be applied to the context of the Kasoa Central East Police Command Region.

The reformation of the police force was crucial in post-apartheid South Africa to ensure its alignment with the newly established democratic principles and human rights norms. Bruce (2014) examines the comprehensive measures implemented to reorganize the police force, with a specific emphasis on ensuring accountability and safeguarding human rights. The report emphasizes the creation of autonomous regulatory organizations and the incorporation of human rights instruction into police training. Nevertheless, the persistence of difficulties like as police brutality and corruption highlights the intricate nature of altering deeply rooted habits. The South African case highlights the significance of ongoing monitoring and evaluation in the process of reform, a principle that can be extended to the setting of Kasoa.

In the United States, there is a notable discrepancy in the prevalence of racial profiling and the excessive use of force. The study conducted by Epp, Maynard-Moody, and Haider-Markel (2014) investigates the manner in which racial discrepancies in police stops and searches undermine the fundamental principles of human rights. The results indicate that the treatment of offenders is greatly influenced by the institutional

procedures and cultural attitudes prevalent in police departments. This case holds significant importance for Kasoa, as it underscores the necessity for cultural awareness and the elimination of prejudiced procedures in law enforcement.

In India, the police system encounters difficulties about infringements of human rights, namely in the manner in which marginalized people are treated. Verma and Subramanian (2013) examine the Indian police system, highlighting the necessity of implementing changes to tackle problems such as custodial fatalities and police torture. The study supports the adoption of human rights training and the creation of autonomous oversight mechanisms. The Indian case provides valuable insights into effectively addressing human rights concerns in a diverse and densely populated region. These ideas are particularly applicable to the Kasoa context, as they can guide efforts to manage diversity and promote fair treatment.

Harkin (2015) conducted comparative research of multiple European countries and found that there is a growing tendency to include human rights principles in police, especially the European Convention on Human Rights. The study emphasizes the influence of regional human rights instruments and courts on the development of police procedures. Ghana can benefit from using the European experience as a model, namely in terms of incorporating international human rights standards into its national enforcement operations.

By examining these various case studies, some crucial insights can be derived that apply to the Kasoa Central East Police Command Region. The significance of institutional reforms and the incorporation of human rights principles into police training is apparent. Furthermore, the presence of autonomous supervision systems to guarantee accountability is of utmost importance. Finally, it is crucial to comprehend and tackle

the cultural and socioeconomic elements that impact police conduct to successfully enforce human rights principles.

2.4 Perceptions and Experiences of Offenders

2.4.1 Offenders' Perspectives on Post-Arrest Treatment

Gaining insight into the viewpoints and encounters of individuals who have committed offences regarding their treatment after being apprehended is essential for assessing the efficiency and compassion of law enforcement procedures. These observations offer a clear representation of how the concepts of human rights are implemented in practical situations, namely within the Kasoa Central East Police Command Region.

The period following an arrest, known as the post-arrest phase, is a crucial time during which the rights of those who have been accused of a crime are particularly susceptible to harm. Research has indicated that individuals who commit crimes frequently encounter a variety of situations, ranging from being treated with respect by human rights principles to experiencing instances of neglect and mistreatment (Tyler & Huo, 2002). In the Kasoa region, the way offenders are treated after being arrested might differ greatly, depending on circumstances such as the type of crime committed, the personal background of the offender, and the specific attitudes of law enforcement agents.

The conditions of confinement and techniques of questioning are crucial factors in the treatment of individuals after their arrest, which greatly influence the way offenders see their situation. Studies suggest that ensuring humane conditions in detention institutions, which encompass the provision of basic necessities and medical attention, plays a crucial role in sustaining human rights norms (Nowak, 2006). Nevertheless, there have been cases, documented in different areas such as certain portions of Ghana, when perpetrators have encountered issues of overcrowding, unsatisfactory sanitation,

and insufficient healthcare, all of which are in violation of international human rights standards (Aning & Pokoo, 2014).

Interrogation tactics might potentially undermine the rights of criminals. The utilization of coercive or psychological pressure during the process of questioning, which has been observed in several legal systems, constitutes a breach of the fundamental entitlement to equitable treatment (Mendez, 2016). The questioning methods used in the Kasoa Central East Police Command Region should be scrutinized to ensure they adhere to human rights norms.

Socio-cultural factors exert a substantial influence on the experiences of those who have been arrested. The treatment of offenders in Ghana can be influenced by cultural norms and society views towards crime and punishment. The concepts of human rights can be overlooked by traditional perspectives on justice and vengeance, resulting in the imposition of more severe punishments on certain criminals (Tankebe, 2008).

Offenders' post-arrest experiences are heavily influenced by their impression of fairness and the maintenance of their dignity. Research has indicated that when individuals who have committed offences regard their treatment as just and their dignity upheld, they tend to have a more favorable attitude towards the criminal justice system (Bradford et al., 2014).

It should be emphasized that the experiences of criminals after being arrested can differ significantly. This heterogeneity is influenced by factors such as the gravity of the alleged offence, the offender's personal history, and the particular circumstances surrounding the arrest. To fully comprehend these experiences, it is necessary to use a sophisticated strategy that takes into account the various aspects involved (Owusu-Bempah, 2017).

2.4.2 Impact of Treatment on Offenders' Rights and Dignity

The post-arrest treatment of criminals has a substantial impact on their rights and dignity, which is a vital element of human rights within the criminal justice system. The perspectives and encounters of criminals in the Kasoa Central East Police Command Region offer crucial insights on the tangible implementation of human rights norms in law enforcement.

The time frame following an arrest is crucial in influencing an offender's encounter with the criminal justice system. The treatment of offenders at this phase might have significant consequences for their rights and dignity. Aning and Pokoo (2014) conducted a study which emphasizes the utmost importance of protecting the rule of law and providing fair treatment by respecting human rights in the criminal justice process. This is especially pertinent in the Ghanaian context, where law enforcement practices have been closely examined for their respect to human rights standards.

The post-arrest treatment of offenders, both in terms of their physical and psychological well-being, is a matter of great importance. Often, wrongdoers are exposed to severe circumstances that might result in bodily injury and mental distress. Tankebe (2008) has observed that the utilization of disproportionate force or demeaning treatment during the process of apprehension and confinement has the potential to infringe on the fundamental rights of individuals accused of wrongdoing. These tactics not only violate the rights of individuals but also diminish the credibility and legitimacy of law enforcement institutions.

Offenders have a fundamental right to access justice and legal representation after being arrested. Nevertheless, in several instances, particularly in areas with little resources such as Kasoa, wrongdoers may lack sufficient means to obtain legal counsel. Owusu-

Bempah (2017) emphasizes the difficulties encountered by individuals who have committed crimes in obtaining legal assistance, and the consequent effect on their capacity to obtain a just trial. Insufficient legal assistance can render perpetrators susceptible and incapable of adequately safeguarding their rights. The treatment of criminals might be influenced by cultural and institutional barriers present in the Kasoa region. These obstacles can result in discriminatory practices or prejudices in the handling of specific categories of offenders. Bradford et al. (2014) highlight the need to comprehend cultural dynamics in law enforcement to guarantee fair treatment of all criminals. It is essential to overcome these obstacles to advance a policing approach that prioritizes human rights.

The perspectives of criminals regarding their rehabilitation are essential in shaping their trust and faith in the legal system. In a study conducted by Bradford et al. (2014) in South Africa, a country that shares parallels with Ghana, it was found that the way offenders perceive fair treatment has a substantial impact on their level of trust in the criminal justice system. Likewise, in the Kasoa region, how offenders view their treatment can influence their inclination to collaborate with law enforcement and their general confidence in the justice system.

2.4.3 Analysis of Other Regions in Ghana

Owusu-Bempah's (2017) studies have brought attention to problems such as overcrowding in detention institutions, restricted availability of legal representation, and occurrences of severe treatment. The results align with the general patterns seen in the Ghanaian law enforcement system, where limitations in resources and infrastructure frequently hinder the execution of human rights standards (Owusu-Bempah, 2017).

Upon comparing these experiences with those in other parts of Ghana, certain parallels and variations become apparent. Similar issues of overcrowding and insufficient

amenities have been documented in locations like Greater Accra and Ashanti (Aning & Pokoo, 2014). Nevertheless, there are also geographical disparities. Tankebe (2008) observed that community policing initiatives in certain areas have resulted in increased favourable encounters between law enforcement and offenders, indicating a shift towards a more respectful approach during the post-arrest stage.

These experiences are heavily influenced by cultural and institutional variables. In Ghana, similar to several other African nations, the behaviour of law enforcement is frequently influenced by traditional and communal norms (Aning & Pokoo, 2014). This phenomenon has caused certain areas to adopt a more community-focused strategy, while in other areas, it has led to practices that deviate from international human rights norms. The level of compliance with human rights during the post-arrest period might be affected by the extent of training and resources accessible to law enforcement personnel in various regions (Tankebe, 2008).

Socio-economic considerations play a crucial role in shaping the experiences of offenders. Areas characterized by elevated poverty rates and restricted availability of legal resources typically exhibit more unfavourable outcomes about the adherence to human rights following an arrest (Owusu-Bempah, 2017). This is seen in the differences reported between urban and rural locations, as offenders in rural regions frequently encounter more substantial obstacles as a result of inadequate infrastructure and limited resources.

The legal and policy frameworks that regulate law enforcement tactics differ among regions, which in turn affects how offenders are treated. Although national laws establish a minimum level of regulations, the application and execution of these rules might vary considerably (Aning & Pokoo, 2014). The discrepancy can be ascribed to

disparities in regional governance structures, the efficacy of law enforcement authorities, and the extent of supervision and accountability procedures established.

2.5 Police Perspectives and Training in Human Rights

2.5.1 Awareness and Attitudes of Police Officers

The awareness and attitudes of police officers towards human rights significantly influence their interactions with offenders, especially in the post-arrest phase. The Kasoa Central East Police Command Region, like many other law enforcement agencies globally, faces the challenge of ensuring that its officers are not only aware of human rights standards but also internalize and apply these principles in their daily duties.

The importance of police officers' awareness of human rights has been emphasized in various studies. For instance, Bradford et al. (2014) highlighted that the perception of police legitimacy is closely tied to their adherence to human rights norms. This is particularly relevant in the context of Ghana, where the police force often operates under scrutiny regarding human rights issues (Tankebe, 2008). In the Kasoa region, this becomes even more critical given the diverse community interactions and the potential for human rights violations during post-arrest procedures.

Training in human rights for police officers has been identified as a crucial factor in promoting human rights adherence. According to Huggins et al. (2002), effective human rights training should not only impart knowledge but also foster positive attitudes towards human rights among law enforcement personnel. However, as Owusu-Bempah (2017) pointed out, there is often a gap between the theoretical training provided and the practical implementation of these rights in the field. This gap can be attributed to various factors, including inadequate training methodologies, cultural barriers, and institutional resistance to change.

In the Kasoa Central East Police Command Region, the attitudes of police officers towards offenders in the post-arrest phase are shaped by a combination of their training, personal beliefs, and the prevailing institutional culture. A study by Aning and Pokoo (2014) in a similar context in West Africa found that while officers often receive formal training in human rights, the application of this knowledge is inconsistent. This inconsistency can lead to situations where offenders' rights are not fully protected during the post-arrest phase.

The role of leadership within the police force is also critical in shaping officers' attitudes towards human rights. As noted by Bradford et al. (2014), leadership that emphasizes the importance of human rights and ethical policing can significantly influence the attitudes and behaviours of officers. In the Kasoa region, the leadership's stance on human rights can either facilitate or hinder the proper treatment of offenders post-arrest. Furthermore, the community's perception of the police also plays a role in shaping officers' attitudes. As Tankebe (2008) observed, when the community views the police as legitimate and respectful of human rights, officers are more likely to adopt positive attitudes towards upholding these rights. This reciprocal relationship highlights the importance of community-police relations in the context of human rights adherence.

2.5.2 Training Programs in Law Enforcement

Training programs for police officers are designed to equip them with the necessary skills and knowledge to perform their duties while respecting human rights. According to Aubyn (2022), training programs in Ghanaian police forces have increasingly incorporated human rights education, reflecting a growing awareness of its importance. Similarly, Bradford et al. (2014) emphasize the role of training in shaping police attitudes and behaviours, suggesting that well-designed programs can significantly influence how officers treat offenders post-arrest.

The content and structure of these training programs vary. As noted by Tankebe (2008), training often includes modules on legal rights, ethical policing, and community relations. However, Hsieh and Boateng (2016) argue that the effectiveness of these programs depends on their ability to address the specific challenges and cultural contexts of the police force. In the case of the Kasoa Central East Police Command, training programs must be tailored to the unique socio-cultural dynamics of the region. The effectiveness of human rights training programs in law enforcement has been a subject of debate. While some studies, like that of Appiahene-Gyamfi (2021), show a positive correlation between training and improved human rights practices, others suggest that training alone is insufficient. Aning and Pokoo (2014) argue that training must be complemented by systemic changes within the police force to be truly effective. This is echoed by Boateng and Darko (2020), who found that despite training, some Ghanaian police officers still exhibit behaviours that violate human rights, indicating a gap between knowledge and practice.

Implementing effective training programs faces several challenges. Resource constraints, as highlighted by Adu-Poku (2019), can limit the frequency and quality of training. Additionally, entrenched attitudes and practices within the police force can resist change, as noted by Tankebe (2008). This resistance can be particularly pronounced in regions with a history of human rights violations, as is the case in some parts of Ghana.

The impact of training on the post-arrest treatment of offenders is significant. Bradford et al. (2014) suggest that training can lead to more humane treatment of detainees, reducing instances of abuse and mistreatment. However, as Boateng and Darko (2020) point out, the effectiveness of this training in changing long-standing practices and attitudes is not always guaranteed.

While training programs are essential in promoting human rights adherence among police officers, their effectiveness is influenced by various factors, including the content and structure of the training, the cultural and institutional context of the police force, and the availability of resources.

2.5.3 Challenges in Implementing Human Rights-Oriented Policing

The implementation of human rights-oriented policing presents a range of challenges. These challenges stem from various institutional, cultural, and resource-related factors. One of the primary institutional challenges in implementing human rights-oriented policing is the existing law enforcement culture, which may not always prioritize human rights. As Bradford et al. (2014) note, police culture often emphasizes traditional law enforcement tactics over community-oriented or rights-based approaches. This cultural barrier can be particularly pronounced in regions where policing has historically been more authoritative. In the context of Kasoa, where law enforcement practices have evolved within a specific socio-political framework, shifting towards a human rights-oriented approach requires significant cultural transformation within the police force.

Another critical challenge is the deficit in training and education on human rights among police officers. According to Aning and Pokoo (2014), many police officers in Ghana receive limited training on human rights, impacting their ability to implement these principles in their daily duties. This lack of training is often compounded by a lack of resources and infrastructure to support comprehensive human rights education programs. As Owusu-Bempah and Gabbidon (2020) point out, the effectiveness of human rights training is contingent on the quality and depth of the training programs, which are often lacking in resource-constrained settings like Kasoa.

Resource constraints play a significant role in hindering the implementation of human rights-oriented policing. Limited financial and logistical resources can impede the ability of police departments to adopt and maintain practices that uphold human rights standards. Tankebe (2008) highlights how resource limitations can lead to challenges in maintaining adequate detention facilities, providing necessary legal resources to detainees, and ensuring fair treatment during the arrest and pre-trial processes. In Kasoa, these resource challenges are a critical barrier to the realization of human rights-oriented policing.

The absence of robust accountability mechanisms within the police force is another challenge. Without effective oversight, police misconduct or violations of human rights can go unchecked, undermining efforts to promote human rights-oriented policing. As Smith and Kinzel (2021) argue, accountability mechanisms are essential for ensuring that human rights standards are not only understood but also consistently applied in practice. In the Kasoa region, establishing these mechanisms is crucial for the successful implementation of human rights principles in policing.

The relationship between the police and the community they serve is pivotal in implementing human rights-oriented policing. Mistrust and poor relations between law enforcement and the community can hinder the effectiveness of human rights initiatives. As Watson, Boateng and Miles-Johnson (2021) note, community trust in the police is fundamental to the successful implementation of any policing strategy, including those centred on human rights. In Kasoa, building and maintaining this trust is essential for the police to effectively implement human rights-oriented practices.

2.6 Police Officers' Awareness and Attitudes Towards Human Rights of Offenders

2.6.1 Evolution of Human Rights in Policing

The development of human rights in the police has been greatly shaped by various pivotal international texts. The United Nations adopted the Universal Declaration of Human Rights (UDHR) in 1948, establishing a worldwide benchmark for human rights. This idea underscores the intrinsic worth and equitable entitlements of every person, and it applies to how law enforcement treats those who have committed offences. The influence of the UDHR on policing is demonstrated by the incorporation of these principles into national constitutions and law enforcement practices across the globe.

The International Covenant on Civil and Political Rights (ICCPR, 1966) is another significant treaty that provides additional details on the rights mentioned in the Universal Declaration of Human Rights (UDHR). It obliges its signatories to uphold the civil and political rights of individuals, including those who are detained (United Nations, 1966). The covenant has guided the establishment of policing standards, with a particular focus on the importance of implementing procedures that uphold and safeguard human rights.

The Code of Conduct for Law Enforcement personnel (United Nations, 1979) reflects the impact of these documents by specifically mandating that law enforcement personnel shall uphold and safeguard human dignity and human rights (United Nations, 1979). This code has established itself as a standard for police training and behaviour on a global scale.

Throughout history, there have been substantial changes in the way policing and human rights have been approached. During the early 20th century, the practice of police was frequently marked by a deficiency in established human rights norms, resulting in

actions that would currently be regarded as infringements of human rights (Siegel, L. J., & Worrall, J. L., 2018). The period following World War II, however, represented a significant shift, since the creation of the UDHR and other human rights agreements resulted in a progressive change in policing norms.

This transition encompassed not just the realm of legality, but also the sphere of culture, as communities started to insist on increased responsibility and reverence for human rights within the domain of law enforcement (Walker, S., & Archbold, C. A., 2014). During this time, there was the implementation of supervisory mechanisms, such as autonomous police review boards, and the incorporation of human rights education into police training programs.

2.6.2 Attitudes and Practices towards Offenders' Human Rights

Historically, the attitudes of police personnel towards offenders have been shaped by the prevailing societal standards and legal systems. During the early and mid-20th century, police were frequently defined by a punitive methodology, prioritizing law enforcement and public order over the rights of criminals (Skolnick, J. H., & Fyfe, J. J., 1993). This method exemplified the prevailing cultural perspectives on crime and punishment, which leaned towards more severe measures.

Nevertheless, the civil rights campaigns during the 1960s and 1970s resulted in substantial transformations. These movements brought attention to problems of excessive force by law enforcement and unfair treatment, resulting in an increasing recognition and worry for the rights of those who have committed crimes, especially those belonging to marginalized groups (Klockars, C. B., 1985). This period saw the initiation of a transition towards a policing approach that prioritizes the protection of individual rights.

Police attitudes towards criminals' rights have undergone a gradual yet significant transformation over time. In recent decades, there has been a growing focus on community policing, particularly in the latter half of the 20th century and the early 21st century. This approach places great importance on upholding human rights and fostering trust within the community (Goldstein, H., 1990). This trend is also evident in the implementation of more compassionate and rights-oriented approaches when handling offenders, including the utilization of non-lethal force and de-escalation techniques. In recent years, there have been more advancements, with a growing emphasis on transparency and accountability in law enforcement. The adoption of body cams, the establishment of community supervision, and the prioritization of human rights training all demonstrate a policing approach that is more conscious of individual rights (White, M. D., 2014).

Studies suggest that the attitudes of police officers towards offenders, also known as ATOs, play a crucial role in shaping the legal system's approach to dealing with crime. In a study conducted by Cunha and Gonçalves (2017), the Attitudes Toward Prisoner measure was used to evaluate the ATOs (Attitudes Toward Offenders) of 431 male police officers in a Portuguese law enforcement organization. The results indicated that police officers, on average, have greater negative attitudes towards others (ATO) in comparison to correctional officials and graduate students. These findings indicate that police officers may have a propensity to see offenders with less sympathy, thereby influencing their approaches to enforcement and interactions (Cunha & Gonçalves, 2017).

A study conducted by Alison, Sarangi, and Wright (2008) examined the perspectives of Indian police officers, offenders, and the general public on human rights and forceful interviewing tactics. The study revealed that both law enforcement professionals and

the general public exhibited greater tolerance towards custodial abuse and coercive interrogation tactics compared to offenders. Regional disparities in attitudes are evident, as both the general public and police officers in India displayed a greater tendency to disregard the human rights of suspects compared to offenders (Alison, Sarangi, & Wright, 2008).

The research conducted by Cunha and Gonçalves (2017) also uncovered notable variations in ATOs based on the age, years of service, marital status, and education of police officers. Older officers, married, had lower levels of education, and had served for a longer period had a higher tendency to have favourable ATOs. Nevertheless, the predictive capacity of these demographic characteristics for ATOs was restricted, indicating that personal and cultural factors, although significant, may not be the exclusive predictors of attitudes (Cunha & Gonçalves, 2017).

The research conducted in India by Alison et al. (2008) emphasizes the influence of wider social environments on the formation of attitudes regarding human rights. The endorsement of coercive techniques by law enforcement personnel and the general population implies that the way effective policing methods are seen by the public and portrayed in the media can greatly impact the attitudes of police officers. It is crucial to emphasize the importance of raising awareness and providing instruction on ethical interviewing norms, as well as the legal and practical risks associated with using unsuitable procedures (Alison, Sarangi, & Wright, 2008).

Torres et al. (2022) conducted a study that examined the risk perception and security attitude of Brazilian police personnel and civilians using a psychometrically reliable measure. The study emphasized the impact of personal values on danger and security perceptions, providing a valuable understanding of the psychological and cognitive

factors that determine police officers' views towards offenders and their rights (Torres et al., 2022).

In addition, Wu, Lin, Li, and Wang (2020) investigated the influence of organizational support on the attitudes of Chinese police officers towards intervening in domestic abuse incidents. The researchers discovered that the approval of the agency and the support from supervisors had a beneficial impact on the officers' attitudes towards intervention and the utilization of arrests to deal with offenders. The study highlights the crucial influence of organizational and management elements on the formation of police attitudes regarding offenders' rights (Wu, Lin, Li, & Wang, 2020).

2.6.3 Challenges and Barriers in Police Officers' Awareness and Attitudes towards Human Rights of Offenders

The organizational culture inside police agencies has a substantial impact on the attitudes and behaviours of officers, especially their stance towards human rights. A society that either directly or indirectly supports strong law enforcement strategies might diminish the importance of formal education on human rights. Chan (1997) emphasizes in "Changing Police Culture" how the entrenched culture within police forces frequently opposes the implementation of measures that prioritize human rights. In their study "Police Culture in New Times," Bradford et al. (2014) highlight the sluggish rate of cultural transformation inside law enforcement organizations, which can impede the integration of human rights values.

The effectiveness of police personnel in upholding human rights can be influenced either positively or negatively by legal frameworks and policies. There are situations where laws and policies do not sufficiently conform to international human rights norms, resulting in a discrepancy between legal responsibilities and actual

implementation. Research conducted by Myhill and Bradford (2012) in their study titled "Can Police Enhance Public Confidence by Improving Quality of Service?" demonstrates that specific regulations can unintentionally result in actions that undermine the rights of criminals. Moreover, the intricacy and vagueness of laws can provide difficulties for officials in comprehending and implementing human rights concepts.

The psychological composition of individual policemen significantly influences their perception and adherence to the human rights of offenders. Terrill and Reisig (2003) examine the impact of officers' personal biases and prejudices on their decision-making in their study "Neighborhood Context and Police Use of Force." They highlight the potential for these biases to result in violations of human rights. Moreover, Violanti et al. (2017) examined the influence of occupational stress and the specific characteristics of police work on the attitudes and behaviors of officers in their comprehensive review titled "Police Stressors and Health: A State-of-the-Art Review."

The obstacle of resistance to change poses a substantial challenge in the process of altering the mindset of police officers towards human rights. Skolnick and Fyfe (1993) contend in their work "Above the Law: Police and the Excessive Use of Force" that the conventional police culture, which frequently prioritizes adherence to norms and allegiance, may exhibit resistance towards novel concepts and approaches, particularly those about human rights. The resistance is exacerbated by a dearth of ongoing training and instruction on matters about human rights, as highlighted by Bayley and Shearing (2001) in their work "The New Structure of Policing."

2.7 Theoretical Frameworks

Examining human rights in post-arrest policing requires a framework that captures both the normative foundations of state authority and the practical realities of police

discretion. This study is anchored primarily in Procedural Justice Theory, with Social Contract Theory and Broken Windows Theory serving as complementary explanatory lenses. Together, these perspectives provide a structured basis for analyzing how police authority is justified, exercised, and experienced during the post-arrest phase within the Kasoa Central East Police Command.

2.7.1 Procedural Justice Theory

Procedural Justice Theory provides the central analytical framework for this study. The theory holds that perceptions of legitimacy are shaped less by enforcement outcomes and more by the fairness of the processes through which authority is exercised. It identifies four core dimensions of fair procedure: neutrality in decision-making, respect in interpersonal treatment, transparency in actions, and opportunities for individuals to express their views. The post-arrest phase represents a critical moment of heightened vulnerability, where suspects are subject to state authority under conditions of limited autonomy. Within this context, the manner in which officers communicate, justify decisions, apply discretion, and manage detention procedures becomes central to perceptions of fairness. Procedural Justice Theory, therefore, provides measurable and interaction-based criteria for assessing whether post-arrest treatment aligns with human rights standards of dignity, impartiality, and due process. By centering on interactional dynamics, this theory allows the study to evaluate not only whether rights were formally observed, but whether they were substantively experienced as fair.

2.7.2 Social Contract Theory

Social Contract Theory provides the normative basis for evaluating police authority. The theory holds that state power derives from an implicit agreement between citizens and governing institutions, whereby individuals submit to lawful authority in exchange for the protection of their fundamental rights. Within the context of post-arrest

detention, this principle underscores that police authority is conditional and bounded. The state's coercive power is legitimate only to the extent that it operates within constitutional and human rights limits. Where post-arrest procedures respect lawful detention standards, ensure due process, and uphold dignity, the social contract is reinforced. Conversely, arbitrary detention, excessive force, or disregard for procedural safeguards may weaken institutional legitimacy and erode public trust. This theory thus provides the moral benchmark against which post-arrest practices are evaluated.

2.7.3 Broken Windows Theory

Broken Windows Theory adds a criminological dimension to the analysis by clarifying enforcement orientation. The theory holds that visible disorder, if left unaddressed, signals weakened social control and encourages further criminal activity. As a result, it supports proactive, order-maintenance policing that emphasizes strict enforcement of minor infractions to prevent escalation. While these strategies aim to enhance public safety, they also expand discretionary authority at the point of arrest and detention. In contexts where order-maintenance priorities dominate, enforcement may become assertive, increasing the risk of procedural shortcuts or rights-based compromises. Broken Windows Theory therefore helps explain institutional pressures that may shape post-arrest practices, particularly where deterrence and visible control are prioritized. Within the Kasoa context, this lens helps interpret whether post-arrest conduct reflects a broader order-maintenance orientation and whether such an approach generates tension between crime control objectives and human rights protections.

2.7.1 Theories Relevance to the Study

Integrating these theories enables a multidimensional evaluation of post-arrest treatment within the Kasoa Central East Police Command. Procedural Justice Theory

serves as the primary analytical tool for interpreting suspects' lived experiences. It provides concrete evaluative criteria, including neutrality, voice, respect, and transparency, through which participant narratives are examined. Rather than merely identifying alleged violations, the study assesses the quality of police–suspect interactions and how these interactions shape perceptions of fairness, trust, and institutional legitimacy. Social Contract Theory establishes the normative standard for assessing police conduct. It frames post-arrest treatment as a test of the reciprocal relationship between citizens and the state. The study uses this perspective to determine whether institutional practices reinforce or undermine the legitimacy of police authority within the community. Broken Windows Theory contextualizes operational behavior. It offers an explanatory lens for understanding enforcement pressures that may shape discretionary decisions at the point of arrest and detention. By incorporating this theory, the study acknowledges that post-arrest practices do not occur in isolation but are influenced by broader policing strategies oriented toward deterrence and order maintenance. Collectively, these theories allow the study to move beyond descriptive analysis. They enable a structured examination of (1) how authority is justified, (2) how it is exercised, and (3) how it is experienced. The framework therefore situates post-arrest human rights compliance at the intersection of legitimacy, procedural fairness, and enforcement orientation, providing a coherent theoretical foundation for interpreting the empirical findings.

2.8 Conceptual Framework

The post-arrest phase is among the most vulnerable stages in the criminal justice process, as suspects face heightened state control, restricted liberty, and institutional discretion (Nowak, 2005). International human rights law recognizes detention as a critical point where risks of abuse, coercion, and procedural violations are most

pronounced (United Nations, 1966). Empirical research consistently shows that treatment during arrest and detention significantly shapes perceptions of justice and institutional legitimacy (Bradford et al., 2014; Tyler & Huo, 2002). This study conceptualizes post-arrest human rights compliance as the outcome of three interacting domains: Normative-Legal Framework; Institutional-Operational Practices; and Experiential-Perceptual Outcomes. These domains interact dynamically within a broader socio-political and resource-constrained environment.

2.8.1 Normative-Legal Framework (Structural Dimension)

The normative foundation of post-arrest treatment derives from international and domestic human rights instruments. The Universal Declaration of Human Rights (United Nations, 1948) and the International Covenant on Civil and Political Rights (United Nations, 1966) establish core protections, including: freedom from torture and cruel treatment; protection against arbitrary detention; and the right to legal representation and to be informed of charges. These principles are incorporated into Ghana's 1992 Constitution, particularly Articles 15 and 19, which prohibit torture and guarantee fair trial rights (Republic of Ghana, 1992). However, the existence of legal provisions does not automatically ensure compliance. Scholars note a persistent implementation gap between formal legal guarantees and operational policing realities in many developing contexts (Tankebe, 2008; Owusu-Bempah, 2017). Thus, the normative framework serves as the benchmark against which institutional practices are evaluated.

2.8.2 Institutional-Operational Practices (Organisational Dimension)

Human rights compliance during the post-arrest phase is significantly shaped by institutional factors, including training quality, supervisory oversight, resource

availability, organizational culture, and political influence. Research demonstrates that police culture can either reinforce or undermine human rights standards (Bradford et al., 2014). In contexts where traditional enforcement norms dominate, rights-based policing may be inconsistently applied (Aning & Pokoo, 2014). Resource constraints, overcrowding, and limited legal access further exacerbate risks of prolonged detention and procedural shortcuts (Owusu-Bempah, 2017). Procedural Justice Theory provides a micro-level lens for evaluating how police discretion is exercised. Fair treatment, neutrality, voice, and transparency influence whether suspects perceive interactions as legitimate (Tyler & Huo, 2002). Studies indicate that respectful treatment enhances institutional trust, even when outcomes are unfavorable (Sunshine & Tyler, 2003). Thus, procedural justice becomes the mechanism through which normative standards are translated into lived experience.

2.8.3 Enforcement Orientation and Crime-Control Logic

Broken Windows Theory (Wilson & Kelling, 1982) offers an important criminological perspective. Its emphasis on order maintenance and proactive enforcement has shaped contemporary policing strategies worldwide. While intended to deter crime by addressing minor disorder, critics argue that aggressive order-maintenance policing may expand discretionary power and heighten the risk of rights violations, particularly during arrest and detention (Bradford et al., 2014). In settings that prioritize visible crime control, procedural safeguards may be subordinated to enforcement efficiency. This creates a structural tension between: crime control imperatives and rights-based policing obligations. The conceptual framework therefore recognizes enforcement orientation as a mediating factor that influences post-arrest conduct.

2.8.4 Experiential-Perceptual Outcomes (Lived Dimension)

Human rights compliance cannot be assessed solely through formal rules or institutional declarations. It must also be examined through the lived experiences of suspects. Empirical studies show that detainees' perceptions of fairness directly shape their trust in legal institutions and their willingness to cooperate with authorities (Bradford et al., 2014). Negative post-arrest experiences, such as prolonged detention or coercive interrogation, can erode legitimacy and weaken the social contract between citizens and the state (Tyler & Huo, 2002). This aligns with Social Contract Theory, which holds that state authority remains legitimate only when it protects the rights of those subject to its power (Locke, 1689/1988; Rousseau, 1762/1997). When suspects perceive rights violations, the moral basis of policing authority is strained.

2.8.5 Integrated Conceptual Model

The post-arrest phase is a concentrated site of state power where coercive authority, institutional discretion, and individual vulnerability intersect. This study conceptualizes post-arrest human rights compliance as a dynamic outcome shaped by interacting structural, institutional, enforcement, and experiential forces rather than as a singular act of legal conformity. The framework, therefore, situates post-arrest treatment within a system of interdependent domains that determine whether rights are substantively protected or merely formally recognized.

At the structural level, the normative–legal framework defines the boundaries of lawful police authority. International human rights instruments and Ghana's constitutional provisions prohibit torture, arbitrary detention, and inhumane treatment while guaranteeing due process. However, legal guarantees alone do not ensure practical compliance. In resource-constrained and institutionally complex environments, a gap may emerge between formal standards and operational realities. The normative

framework thus serves as a benchmark for evaluating institutional performance rather than a guarantee of rights protection.

Institutional–organizational conditions mediate the implementation of these standards. Training quality, supervisory oversight, accountability mechanisms, resource availability, detention infrastructure, and police culture shape how legal norms translate into practice. When enforcement traditions prioritize efficiency over procedural safeguards or when infrastructural constraints exist, compliance may become inconsistent. Institutional capacity and culture therefore directly influence the depth and reliability of human rights protection during detention.

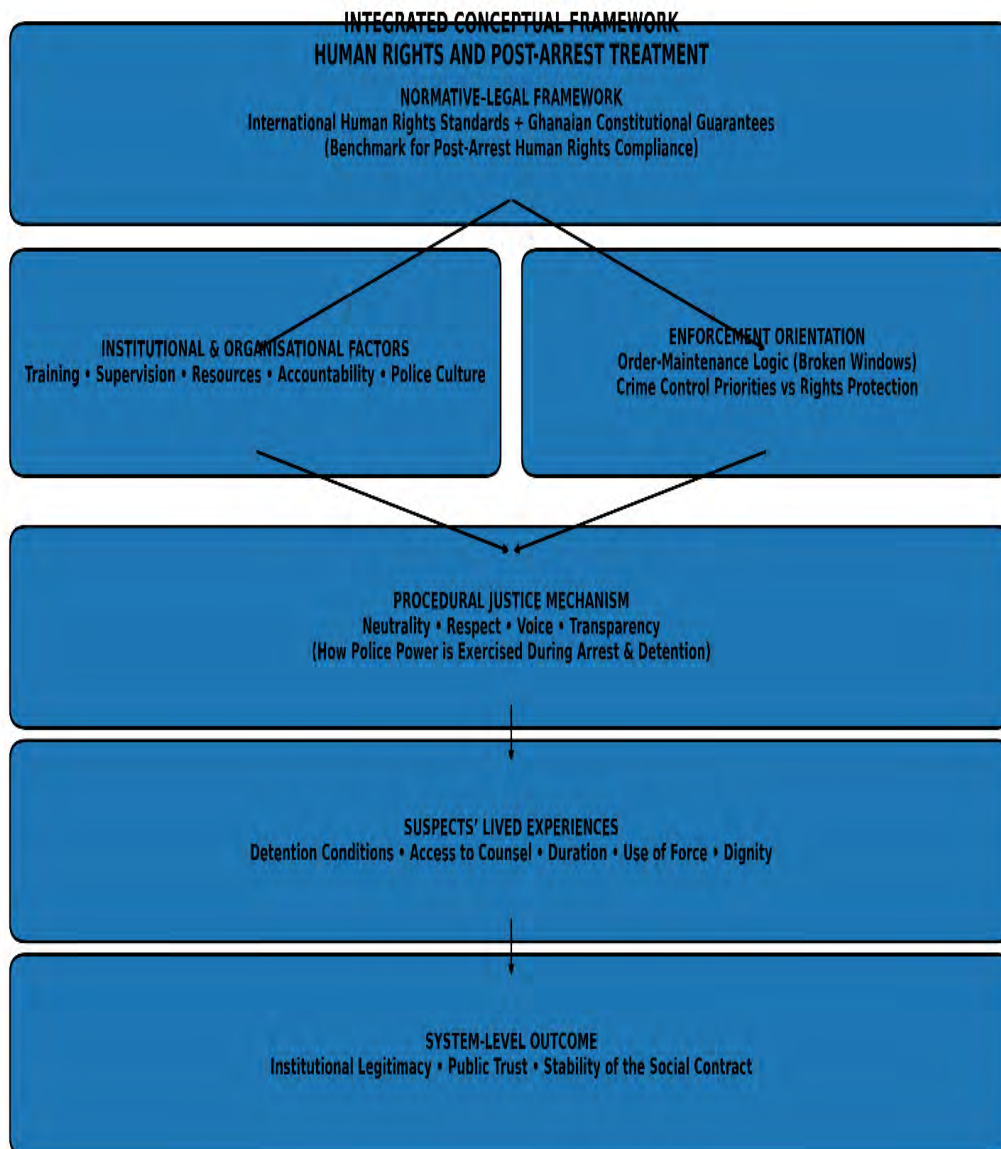
Enforcement orientation further shapes post-arrest conduct. Order-maintenance philosophies emphasize visible control and deterrence, thereby expanding discretionary authority at the point of arrest. While these approaches aim to enhance public safety, they may create tension between crime-control imperatives and rights-based obligations. Enforcement intensity thus serves as a mediating variable, shaping how officers balance security objectives with constitutional safeguards.

At the interactional level, procedural practice becomes decisive. Principles of neutrality, respect, transparency, and voice shape how suspects experience authority. Even when detention is lawful, coercive treatment or procedural opacity can undermine perceptions of fairness. Procedural justice therefore serves as the mechanism by which abstract legal commitments are translated into lived legitimacy.

The experiential dimension foregrounds suspects' perceptions as a critical indicator of compliance. Human rights protection must be evaluated not only through institutional declarations but also through detainees' lived experiences. Perceived violations of dignity or due process weaken trust and strain the reciprocal foundation of state legitimacy, whereas rights-compliant treatment reinforces institutional authority.

Figure 2.1 synthesizes the framework, offering a graphical representation of the integrated conceptual model guiding this study.

Figure 2:1: Integrated Conceptual Framework on Human Rights and Post-Arrest Treatment



Source: Author's Construct (2024), adapted from Wilson and Kelling (1982); Tyler and Huo (2002); Sunshine and Tyler (2003); Tankebe (2008); Bradford et al. (2014).

CHAPTER THREE

METHODOLOGY

3.1 Research Philosophy

The study's research philosophy was grounded in a conceptual framework that recognizes knowledge and reality as socially constructed and subjectively understood. This study acknowledges the importance of examining multiple viewpoints, experiences, and interpretations to gain a comprehensive understanding of how offenders are treated after arrest and the resulting impact on human rights in the Kasoa Central East Police Command Region.

In line with the interpretive paradigm, this study examined the importance of understanding social processes by considering the subjective interpretations and meanings individuals assign to their experiences (Scotland, 2012). This paradigm is especially relevant when analyzing the subtle interactions and perceptions inside the law enforcement setting, where individual experiences and societal standards are of utmost importance.

The study took an epistemologically constructivist approach, recognizing that knowledge is formed through interactions, interpretations, and social settings. It is crucial to adopt this method to effectively gather the diverse perspectives and

knowledge of various individuals involved in the Kasoa Central East Police Command Region, such as law enforcement personnel, offenders, and community members (Creswell & Poth, 2018). The constructivist epistemology is by the interpretive paradigm, to reveal the subjective meanings and interpretations that individuals assign to their experiences (Kaplan & Maxwell, 2005).

The study adopted a social constructionist viewpoint, which considers reality to be influenced by interactions, discourses, and power relations among persons and groups. This perspective specifically focused on post-arrest treatment and human rights. This viewpoint recognizes these problems as intricate social phenomena shaped by historical, cultural, and political elements (Bryman, 2016). The social constructionist ontology enhances the interpretive paradigm, which aims to comprehend social reality by examining the significance and interpretations individuals and communities attribute to events (Scotland, 2012).

By adopting this research philosophy, the study sought to gain an in-depth, all-encompassing understanding of the treatment of offenders after their arrest and its impact on human rights within the Kasoa Central East Police Command Region. The aim is to integrate the varied viewpoints and personal interpretations of both directly and indirectly involved parties, thereby enhancing understanding of this crucial matter.

3.2 Research Approach

This study employed a qualitative research approach to examine the complexities of human rights and the treatment of offenders after arrest. This methodology is well-suited to the research topic and to understanding the subjective interpretations and experiences of individuals and groups involved in this context.

Qualitative research entails the investigation and comprehension of the subjective interpretations that individuals or groups assign to a social or human issue (Teherani et

al., 2015). This approach is distinguished by its adaptability, which enables the formulation of research inquiries and methodologies, the gathering of data in authentic environments, and an analytical process that is based on observations and leads to the identification of overarching patterns and the interpretation of their importance.

Creswell et al. (2007) recommend employing qualitative research designs in studies of this nature, when the objective is to get a profound comprehension of intricate social phenomena. Phenomenology, grounded theory, ethnography, and case studies are suggested approaches for examining topics such as post-arrest treatment and human rights in the context of law enforcement. In the same vein, Vishnevsky and Beanlands (2004) emphasize the significance of qualitative research in elucidating complex social processes, especially in situations involving law enforcement and human rights.

Pathak et al. (2013) elaborate on the use of qualitative research to comprehend human experiences and views. This is essential for delving into the intricacies of law enforcement methods and their effects on human rights. Understanding the lived experiences and reasons that drive law enforcement activities in the Kasoa Central East Police Command Region is crucial for comprehending their consequences for human rights.

Thus, employing a qualitative research methodology, this study sought to document the firsthand experiences, perspectives, and stories of individuals and groups associated with the Kasoa Central East Police Command Region. The objective was to provide a thorough understanding of the procedures, difficulties, and consequences of post-arrest intervention on human rights, thereby contributing to the wider discussion on human rights within Ghana's criminal justice system.

3.3 Research Design

The research design employed in this study was a case study approach. The utilization of a case study design is very suitable for this research owing to its capacity to offer a comprehensive and contextual examination of unique occurrences inside their authentic settings (Yin, 2014). This method is crucial for examining the complex dynamics and practices of human rights compliance in post-arrest situations within this particular police unit.

Utilizing a case study approach facilitates a comprehensive analysis of the Kasoa Central East Police Command Region, enabling the researcher to thoroughly explore the post-arrest treatment, the encountered difficulties, and the compliance with human rights norms. This approach facilitates comprehension of the intricate relationship between law enforcement tactics and human rights in the specific context of Ghana. It provides valuable insights into the distinct elements that influence the treatment of offenders in this region (Baxter & Jack, 2008; Creswell & Creswell, 2018).

Furthermore, the utilization of the case study approach is consistent with an interpretivist paradigm, since it seeks to grasp the experiences and perspectives of different individuals involved, including police officers, detainees, and community members. Having this perspective is essential for comprehending the subjective realities and interpretations of human rights practices after an arrest, therefore enabling a nuanced understanding of the event (Denzin & Lincoln, 2011; Yin, 2014).

The selection of the case study design, based on an interpretivist framework, guarantees that the research is firmly based on the particular context of the Kasoa Central East Police Command Region. This approach offers valuable insights into the specific practices and difficulties of maintaining human rights in law enforcement.

3.4 Study Population

The study population was carefully delineated to incorporate a wide range of perspectives and experiences that are pertinent to the research aims. The study was carried out in the Kasoa Central East Police Command Region in Ghana, which is renowned for its distinctive law enforcement difficulties and varied demographic makeup.

The study focused on the following target population:

The study encompassed law enforcement officers working in the Kasoa Central East Police Command Region. This group consisted of officers from different ranks, with a particular emphasis on those who were directly engaged in the handling of offenders after their arrest. Senior officers were included because of their pivotal responsibilities in decision-making and oversight in managing offenders, which allowed them to offer valuable insights into policy and procedural aspects. Junior officers played a crucial role in the study, as they are immediately engaged in implementing these regulations and have firsthand knowledge of how offenders are treated after being arrested. Their viewpoints were essential for comprehending the pragmatic implementation of human rights principles in routine law enforcement (Owusu-Bempah, 2017).

The study sought to incorporate community leaders and human rights advocates from the Kasoa region. Tankebe (2008) sought their perspectives to obtain a thorough comprehension of the community's perception of police practices and the influence of these actions on human rights in the region.

The study focused on individuals who had been arrested and detained by the Kasoa Central East Police Command, including both offenders and detainees. The objective was to collect direct testimonies of individuals' encounters throughout the period following their arrest, with a specific emphasis on their treatment, ability to exercise

their rights, and any occurrences of rights infringements. The inclusion of this group was crucial to offer a comprehensive and well-rounded perspective on the human rights situation during the period following arrests (Boateng, 2018).

The research aims to collect diverse viewpoints and experiences about human rights and post-arrest treatment within the unique context of the Kasoa Central East Police Command Region by targeting these specific groups in the public. The thorough examination of the study population was crucial for an in-depth study of the research issue.

3.5 Sampling and Sampling Size

This study employed purposive sampling, a non-probability sampling technique that allows the deliberate selection of participants based on their relevance, knowledge, and direct experience with the phenomenon under investigation. Because the research examined human rights compliance and post-arrest treatment within a specific police command, purposive sampling was appropriate, as it ensured the inclusion of participants with firsthand custodial experience or institutional responsibility for post-arrest procedures. In qualitative research, the objective is not statistical generalization but in-depth understanding; therefore, participant selection was guided by information richness rather than representativeness (Bryman, 2016).

Participants were selected using clearly defined inclusion criteria. Police officers were eligible if they had direct involvement in arrest, detention, investigation, or supervisory functions within the Kasoa Central East Police Command. Suspects or former detainees were included if they had experienced arrest, detention, or interrogation within the command's jurisdiction during the post-arrest phase. These criteria ensured that each

participant had direct experiential or operational insight relevant to the research questions.

A total of twelve (12) participants were recruited for the study. The sample comprised six (6) suspects or former detainees, four (4) junior-ranked police officers, and two (2) senior-ranked police officers. The inclusion of both junior and senior officers enabled the study to capture variations in operational practice, discretionary authority, and supervisory oversight within the command. The increased number of suspects strengthened the experiential dimension of the analysis, allowing for a richer exploration of lived custodial experiences and enhancing the depth of insight into how post-arrest procedures are perceived and interpreted by those directly affected.

The sample of twelve participants was consistent with the qualitative case study design, which prioritizes depth, contextual nuance, and analytical richness over numerical breadth. Rather than being determined solely in advance, participant recruitment continued until thematic saturation was achieved, that is, when additional interviews no longer generated new themes or substantively different insights. Thematic saturation is widely recognized as a benchmark for adequacy in qualitative research (Guest, Bunce, & Johnson, 2006; Hennink, Hutter, & Bailey, 2020). In this study, recurring patterns across police and suspect narratives indicated convergence on key issues related to procedural compliance, rights awareness, institutional constraints, and lived custodial experiences, thereby confirming analytical sufficiency.

3.6 Data Collection Methods

The primary method of data collection for this study was in-depth, semi-structured interviews, selected to facilitate a nuanced exploration of post-arrest treatment and its alignment with constitutional and international human rights standards within the

Kasoa Central East Police Command. This approach was appropriate given the study's qualitative orientation and its emphasis on lived experiences, institutional practices, and the interpretive meanings attached to post-arrest procedures.

Semi-structured interviewing offered a balance between conceptual guidance and conversational flexibility. While an interview guide ensured systematic coverage of core thematic domains, the format also allowed participants to elaborate on experiences, clarify ambiguities, and share context-specific insights relevant to human rights compliance. This method is particularly well suited to research examining institutional practices from multiple actors' perspectives, as it enables both depth and comparability across interviews (Bryman, 2016).

Interviews were conducted in English and Twi (Fante) to enhance accessibility and ensure participants could express themselves with linguistic precision and cultural nuance. The interview guide was structured around key thematic areas, including: operational post-arrest procedures; experiences and perceptions of treatment during detention; awareness and application of human rights standards; and institutional challenges affecting compliance. The guide was designed to align directly with the study's objectives while allowing space for emergent themes consistent with qualitative inquiry (Creswell & Creswell, 2017).

All participants provided informed consent prior to participation. Interviews were audio-recorded with permission to ensure accuracy and completeness of data capture. Recordings were transcribed verbatim, and interviews conducted in Twi (Fante) were translated into English during transcription to preserve meaning while ensuring analytical consistency. To enhance data integrity, field notes were taken during and immediately after interviews to document contextual observations, non-verbal cues,

and reflexive insights. These supplementary notes supported triangulation within the dataset and strengthened the credibility of the analysis (Patton, 2015).

3.7 Data Analysis

Data analysis was conducted using a systematic and iterative qualitative approach that combined thematic analysis with grounded coding techniques. The objective was not merely to categorize responses but to generate analytically robust themes that illuminate how human rights principles are understood, operationalized, and experienced within the post-arrest phase at the Kasoa Central East Police Command.

The analytical process began with data familiarization. All interviews were transcribed verbatim and read multiple times to ensure immersion in the data. During this stage, preliminary notes were recorded to capture initial impressions, recurring ideas, and patterns across police and suspect narratives. This phase allowed the researcher to develop a holistic understanding of the dataset before formal coding began.

The second stage involved open coding, guided by Strauss and Corbin's (1998) grounded theory procedures. Each transcript was examined line-by-line to identify meaningful units of data relevant to the research questions. Codes were assigned to segments reflecting issues such as procedural compliance, awareness of rights, detention conditions, coercive practices, institutional constraints, and perceptions of fairness. This stage was inductive, allowing themes to emerge organically from participant accounts rather than being imposed a priori.

Following open coding, axial coding was conducted to examine relationships among codes. Conceptually related codes were grouped into broader categories by analyzing patterns of causality, context, interaction, and consequence. For instance, codes related to "resource constraints," "overcrowding," and "delays in processing" were analytically

linked to broader institutional determinants of rights implementation. Similarly, codes reflecting “respectful communication,” “informing suspects of charges,” and “access to counsel” were grouped under procedural justice practices. This stage facilitated the transition from descriptive coding to conceptual organization.

Selective coding then refined and integrated these categories into overarching themes aligned with the study’s research questions. Through constant comparison across participant groups, themes were developed to reflect institutional practice (RQ1), lived custodial experiences (RQ2), and awareness and implementation of human rights protocols (RQ3). This stage ensured analytical coherence and prevented fragmentation of findings. It also strengthened the interpretive depth of the study by linking emergent patterns to broader structural and theoretical considerations.

Although the coding process was primarily inductive, the final stage incorporated a deliberate deductive component. Identified themes were interpreted in light of the study’s theoretical framework, particularly procedural justice theory, social contract theory, and enforcement orientation perspectives. This integration enabled the findings to move beyond description and contribute to conceptual explanation. In this regard, deductive reasoning was applied not to force data into theory but to situate empirical patterns within established scholarly debates (Bryman, 2016).

To enhance analytic rigor, constant comparative analysis was used throughout the coding process, ensuring that emerging themes were continually tested against new data segments. Cross-case comparisons between police officers and suspects further strengthened analytical validity by revealing areas of convergence and divergence. This comparative strategy deepened understanding of how institutional self-perception aligns with or conflicts with lived experience.

Finally, analytic credibility was reinforced through triangulation with documentary evidence and relevant literature. The findings were critically examined alongside existing scholarship to identify areas of alignment, divergence, and contextual specificity (Flick, 2018). This step strengthened the robustness of interpretation and ensured that conclusions were grounded both empirically and theoretically.

Through this structured yet flexible analytic procedure, the study generated themes that were conceptually coherent, empirically grounded, and directly responsive to the research questions.

3.8 Trustworthiness

Ensuring trustworthiness was central to maintaining the integrity, rigor, and credibility of this qualitative inquiry. Trustworthiness refers to the extent to which the research process and findings are methodologically sound, transparent, and grounded in participants' accounts (Cope, 2014; Connelly, 2016). In line with established qualitative standards, the study addressed four criteria: credibility, dependability, confirmability, and transferability.

Credibility concerns the accuracy and faithful representation of participants' experiences (Polit & Beck, 2012). Credibility was enhanced through prolonged engagement with participants, the use of semi-structured interviews that allowed depth and clarification, and systematic thematic analysis. Triangulation across participant categories, police officers and suspects, further strengthened credibility by enabling cross-verification of institutional accounts and lived experiences. Direct quotations were carefully integrated into the findings to ensure that interpretations remained anchored in participants' voices.

Dependability refers to the stability and consistency of the research process over time. This was ensured through a clearly documented methodological procedure, including explicit sampling criteria, structured interview protocols, and a transparent coding process. The step-by-step analytical strategy, comprising open, axial, and selective coding, provides an audit trail that enables other researchers to follow the logic of the study and assess its methodological coherence.

Confirmability addresses the extent to which findings are shaped by participants' narratives rather than researcher bias. To enhance confirmability, reflexive awareness was maintained throughout the research process, particularly during data collection and interpretation. The use of verbatim quotations, systematic coding procedures, and constant comparison across interviews minimized subjective imposition and ensured that conclusions were grounded in empirical evidence (Houghton, Casey, Shaw, & Murphy, 2013).

Transferability concerns the extent to which findings may be applicable to comparable contexts. While the study does not claim statistical generalizability, thick description of the research setting, participant categories, and institutional context enables readers to determine the relevance of the findings to other policing environments. By situating the analysis within Ghana's legal and institutional framework, the study provides sufficient contextual detail to support informed analytical transfer.

3.9 Ethical Consideration

Ethical compliance was fundamental to this study, given the sensitivity of researching post-arrest practices in a policing context. Criminal justice research involves participants who may occupy vulnerable or authoritative positions; therefore, strict adherence to ethical standards was necessary to protect participants' rights, ensure

voluntary participation, and preserve the integrity of the research process (Resnik, 2015; Israel & Hay, 2006). Ethical clearance was obtained from the University of Education Ethics Committee, within the Centre for Human Rights, Conflict, and Peace Studies (CHRAPS), prior to data collection. This approval confirmed that the study met institutional and professional ethical requirements.

Informed consent was obtained from all participants before interviews were conducted. Participants were provided with clear information about the study's purpose, the nature of their involvement, potential risks, and their right to withdraw at any time without consequence. Consent was voluntary and documented, ensuring that participation was based on informed decision-making (Flick, 2018).

Confidentiality and anonymity were strictly maintained. Participants' identities were protected using pseudonyms and coded identifiers (e.g., PO1, S1). No personally identifying information was included in transcripts or the final report. Interview recordings and transcripts were securely stored and accessible only to the researcher. These measures minimized potential risks, particularly for suspects who might fear repercussions and for officers concerned about institutional sensitivity (Bryman, 2016). Given the power dynamics inherent in police–suspect research, particular care was taken to conduct interviews in neutral, non-coercive settings and to avoid leading or suggestive questioning. This helped reduce participant discomfort and safeguard the authenticity of responses.

3.10 Positionality

This study adopted a reflexive approach to acknowledge the researcher's positionality and its potential influence on the research process. Situated within an interpretivist paradigm, the study recognized that knowledge was co-constructed between the

researcher and participants. The researcher's professional affiliation with the Central East Regional Police Command positioned him as an institutional insider. This facilitated access and contextual understanding but also introduced potential risks of bias and perceived power asymmetry, particularly during interviews with suspects. To mitigate these risks, interviews were conducted using open-ended, non-leading questions. Cross-category triangulation between police officers and suspects was used to balance perspectives. Reflexive memo-writing and systematic documentation of analytic decisions were maintained throughout data collection and analysis. Rather than claiming neutrality, the study acknowledged the researcher's positional influence and addressed it through reflexive awareness and methodological rigor to ensure credibility and balanced representation of participants' accounts.



CHAPTER FOUR

FINDING AND DISCUSSION

4.0 Introduction

This chapter provides an analysis of the research findings and a discussion of human rights and the treatment of offenders by police personnel in the Kasoa Central East Police Command Region after their detention. The objective of this chapter is to analyze the facts obtained from comprehensive interviews with police officers and other key individuals involved. A qualitative methodology was selected to examine the intricate process of human rights implementation within a practical policing environment. This approach recognizes that officers' experiences are influenced by several elements, such as training, resources, legal frameworks, and public expectations. This chapter presents a thorough examination of the results, providing both factual observations and theoretical considerations on the state of human rights in policing in the researched area.

4.1 Findings

The findings of this study are presented thematically, with each theme aligned to the core research questions guiding the inquiry: (1) the nature of post-arrest practices and procedures within the Kasoa Central East Police Command; (2) suspects' experiences and perceptions of post-arrest treatment; and (3) the level of awareness and implementation of constitutional and international human rights standards among police officers during the post-arrest phase. The analysis draws on data generated from twelve (12) participants, comprising eight police officers and four suspects who had

experienced arrest and detention. To ensure ethical compliance and protect participant confidentiality, pseudonyms were assigned. Police officers are identified using the codes PO1–PO8, while suspects are coded OF1–OF4. The thematic presentation integrates verbatim excerpts to preserve participants’ voices while maintaining analytical rigor. However, participant accounts are interpreted cautiously, particularly when allegations cannot be independently verified. The findings are therefore presented as reported experiences and institutional perspectives rather than as established facts.

4.2 Post-Arrest Treatment of Offenders by Kasoa Central East Police Command

The post-arrest phase is a legally sensitive and ethically charged stage in the criminal justice process, during which institutional authority is exercised over individuals whose liberty has been temporarily restricted. Findings from this study reveal that post-arrest treatment within the Kasoa Central East Police Command is characterized by three interrelated patterns: (1) structured procedural adherence to constitutional and statutory requirements; (2) explicit articulation of human rights awareness and ethical obligations; and (3) operational constraints that shape how these standards are implemented in practice. The findings are presented thematically, followed by a discussion section under each theme that triangulates with theory and extant literature.

4.2.1 Ensuring Legal Compliance and Procedural Integrity

The findings reveal that post-arrest handling within the Kasoa Central East Police Command is institutionally framed as a legally bounded process governed by constitutional mandates, statutory provisions, and internal service instructions. Officers consistently described arrest not merely as a physical act of restraint but as a procedurally regulated transition from suspicion to formal investigation. Across

interviews, participants articulated a structured sequence: arrest, transfer to the station, offense communication, cautioning, statement-taking, bail consideration, and court presentation. This procedural sequence was not described casually; rather, officers framed it as a professional obligation tied to institutional credibility and democratic governance. Arrest, in their accounts, is not discretionary in its method but normatively regulated in its execution. The emphasis on language comprehension, caution statements, and documentation reflects an awareness that procedural failure may invalidate subsequent legal processes.

PO1 provided a detailed procedural account:

“Soon after the suspect is arrested, the protocols are that you should take the person to the nearest police station, where a full-scale investigation will commence to ascertain whether the allegation is true or not. By so doing, the offender needs to be interrogated in the language that the offender can understand better, of the crime or the allegation levelled against him or her.” (Participant PO1, Field Interview, 2024)

The emphasis here is on structured progression and comprehension. Similarly, PO2 expanded this procedural obligation beyond formal steps to include contextual sensitivity:

“All suspects are presumed innocent until proven guilty. They are informed immediately after their arrest of the nature of the offense in the language they understand. Kasoa is ethnically diverse, so we identify their background and use the dialect to avoid misunderstanding and ensure clarity.” (Participant PO2, Field Interview, 2024)

These narratives reveal an institutional culture that recognizes the risk of miscommunication and seeks to mitigate it through procedural measures. Beyond communication, procedural integrity was explicitly linked to institutional legitimacy. Officers framed adherence as a means of protecting the service's reputation and ensuring that enforcement does not appear arbitrary. PO3 explained:

“As an officer when you are making an arrest, the arrest should be done in a way that will not put the name of the service into disrepute. You must follow the procedures, caution the suspect properly, inform him of his rights, and ensure everything is done according to the law.” (Participant PO3, Field Interview, 2024)

This framing situates the procedure not only as legal compliance but as reputational governance. PO4 reinforced the documentation and rights-based dimension of arrest:

“After the arrest, the suspect is cautioned properly because anything he says will be put in writing and used against him in court. He is informed of his right to counsel and his statement is taken officially in line with the constitutional requirement.” (Participant PO4, Field Interview, 2024)

The procedural architecture described across these accounts demonstrates consistency in formal understanding. However, triangulation with offender narratives reveals uneven experiential outcomes. While OF1 confirmed procedural fairness:

“When I was arrested, the police asked me what happened. They told me what I was being accused of and allowed me to explain myself before taking my statement. They listened before writing anything down.” (Participant OF1, Field Interview 2024)

OF3's experience presents a sharp contrast:

“They took me to the Police station and beaten very well. I was locked up in the cell for six months. I was beaten because of the nature of the offence I committed and because the CID wanted to show me.” (Participant OF3, Field Interview, 2024)

These contrasting accounts show that while procedural integrity is institutionally articulated, its implementation may not be uniform across all encounters. The findings reveal a dual reality: strong declarative procedural compliance coexists with reported deviations in practice. The findings suggest that procedural integrity is embedded in the normative self-understanding of officers within the Command. This aligns strongly

with Procedural Justice Theory, which holds that transparent communication, neutral decision-making, and clear explanation of rights are central to perceptions of legitimacy (Tyler, 2006; Tyler & Huo, 2002). Officer narratives demonstrate awareness of these procedural components. The emphasis on linguistic clarity and caution statements mirrors empirical findings that process fairness, not merely outcomes, shapes institutional trust (Sunshine & Tyler, 2003; Huq, Tyler, & Schulhofer, 2011). In this regard, the Command's formal orientation appears consistent with established procedural justice scholarship.

However, divergent accounts from offenders complicate this alignment. OF3's narrative suggests possible breakdowns in procedural safeguards. This divergence aligns with broader policing literature that identifies an "implementation gap" between formal compliance structures and street-level practice (Reiner, 2010). Institutional awareness does not guarantee uniform enactment. From a Social Contract perspective, police authority remains legitimate only when procedural safeguards are consistently upheld. When suspects perceive coercion or prolonged detention, the reciprocal trust underpinning legitimacy weakens (Tankebe, 2008). The findings therefore support a nuanced interpretation: legal compliance exists as a structured institutional framework, but its experiential realization depends on contextual, discretionary, and organizational conditions. Procedural integrity is normatively present but variably embodied in practice.

4.2.2 Human Rights Awareness and Ethical Treatment

Beyond procedural formalities, the findings reveal that officers in the Kasoa Central East Police Command frame post-arrest treatment within an explicitly rights-conscious and ethically grounded narrative. Human rights were not discussed as abstract

international concepts but as embedded operational obligations tied to democratic policing. Participants repeatedly emphasized that suspects, regardless of the severity of alleged offenses, remain rights-bearing individuals whose dignity must be preserved during detention. Human rights awareness emerged as both institutional and personal. Officers described exposure to human rights education during training, refresher courses, and in-service programs. However, what is analytically significant is that this awareness was framed not merely as compliance with external standards but as an internalized professional ethic.

PO5 articulated this rights-based orientation clearly:

“We do not downplay people’s rights or the rights of offenders. Human rights issues are now on the high side unlike previously. Every officer is trained that suspects must be treated with dignity, and we are constantly reminded that abuse or inhumane treatment is not acceptable.” (Participant PO5, Field Interview, 2024)

This statement reflects not only knowledge of rights but an institutional shift toward normalization of rights discourse within policing culture. Similarly, PO6 underscored the persistence of rights irrespective of criminal suspicion:

“A criminal is also having his or her rights until that person is proven guilty. He is having rights like right to counsel, right to witnesses, and we must respect that because until a court says otherwise, the person is still presumed innocent.” (Participant PO6, Field Interview, 2024)

The language used here reflects strong alignment with presumption-of-innocence principles. PO7 described supervisory oversight mechanisms that reinforce ethical compliance:

“Every day I pass through the cells and ask whether any suspect has stayed beyond 48 hours. If I find that someone has exceeded that time without proper process, I question the officer involved because we must not infringe on their constitutional rights.” (Participant PO7, Field Interview, 2024)

This account suggests institutional monitoring practices designed to prevent abuse or unlawful detention. PO4 further connected human rights to democratic governance:

“We are in a democratic dispensation where people’s rights are respected. Even if someone is accused of a serious offence, they still deserve fair treatment and protection under the law. That is our responsibility.” (Participant PO4, Field Interview, 2024)

From the suspect perspective, OF2 confirmed experiencing humane treatment:

“When I was sick in the cell, the officer asked what happened. He later went to buy me medicine. I was treated well, and I did not feel abused during my stay there.” (OF2)

However, OF4 reported feeling that enforcement intensity influenced treatment:

“I think because of the nature of the offence, I was treated harshly. It felt like they wanted to punish me before the court could even decide on the case.” (Participant OF4, Field Interview, 2024)

These findings reveal a complex reality: institutional awareness of human rights is strong and often operationalized in respectful custodial practices, yet experiential perceptions vary by context and offense type. Human rights awareness appears structurally embedded, but its lived manifestation is uneven across encounters. The findings indicate substantial alignment between officer self-perception and rights-based policing frameworks. The articulation of dignity, presumption of innocence, and the right to counsel mirrors international human rights standards and aligns with the United Nations’ guidance on democratic policing. The narratives of PO5, PO6, and PO7 suggest that human rights awareness is institutionalized rather than incidental. Procedural Justice Theory provides a critical interpretive lens. Tyler and Huo (2002) argue that perceptions of fairness derive largely from respectful interpersonal treatment rather than merely formal compliance. OF2’s account aligns strongly with this proposition: humane treatment during vulnerability (illness in custody) reinforced a

perception of fairness. However, OF4's perception of harsh treatment based on offense severity illustrates how enforcement intensity can shape experiential justice. This aligns with scholarship suggesting that proactive or control-oriented policing environments may inadvertently generate perceptions of punitive pre-judgment (Wilson & Kelling, 1982). In such contexts, suspects may interpret assertive enforcement as rights erosion, even where formal procedures are observed.

From a Social Contract perspective, the moral authority of policing depends on consistent protection of rights, irrespective of offense category. When suspects perceive differentiated treatment based on the alleged offense, legitimacy may be weakened. The findings therefore show partial alignment with rights-based policing theory: awareness and ethical framing are clearly present. However, implementation appears sensitive to contextual variables, including offense type, enforcement intensity, and discretionary decision-making. This supports the broader literature indicating that human rights knowledge alone does not eliminate experiential disparities in custodial treatment (Reiner, 2010; Tankebe, 2008).

4.2.3 Challenges in Implementing Human Rights Protocols

While officers articulated strong commitment to legal compliance and human rights protection, the findings reveal that the effective implementation of these standards is significantly shaped by institutional, logistical, and systemic constraints. Participants did not present rights implementation as seamless; rather, they acknowledged multiple structural barriers that complicate compliance during the post-arrest phase. A dominant theme across interviews was resource limitation. Officers described shortages in transportation, detention infrastructure, and operational materials that directly affect how suspects are processed and managed.

PO8 explained:

“There are major challenges as resources and logistics. At times, even stationery to write statements becomes a problem. Vehicles are not sufficient to transport suspects to court, and facilities are sometimes overstretched. All these affect how investigations are conducted and how we promote human rights.” (Participant PO8, Field Interview, 2024)

This statement indicates that human rights protection is not only a matter of awareness but also materially dependent on institutional capacity. Similarly, PO1 highlighted the practical difficulties created by transportation shortages:

“Sometimes when you arrest a suspect, we do not have vehicles readily available. You may even have to use public transport, and that creates perception issues and makes it difficult to manage the suspect properly without exposing them publicly.” (Participant PO1, Field Interview, 2024)

Such logistical constraints have implications for dignity, privacy, and public perception. Infrastructure limitations for vulnerable populations also emerged prominently. PO2 described the lack of specialized facilities:

“We do not have a separate facility where a female suspect can be kept. When handling juvenile cases, it becomes difficult because the infrastructure is not there to separate them properly from adults, and that creates challenges.” (Participant PO2, Field Interview, 2024)

This finding highlights the vulnerability of women and juveniles within custodial spaces that lack differentiation mechanisms. Beyond physical infrastructure, participants identified systemic barriers within the broader criminal justice process.

PO6 noted:

“We have only one circuit court serving the region. When the court is not sitting, it becomes difficult. You are expected to comply with the 48-hour rule, but when the system delays, the police are in a dilemma about what to do.” (Participant PO6, Field Interview)

This reflects interdependence between policing and judicial efficiency. PO7 expanded on remand and detention challenges:

“We need bigger holding facilities because the number of suspects sometimes exceeds the capacity of our cells. Without proper facilities, separating remand prisoners from new suspects becomes very difficult.” (Participant PO7, Field Interview, 2024)

From the suspect's perspective, structural delays translated into experiential frustration.

OF3 stated:

“I was locked up for months. Nobody explained clearly why it was taking so long. It felt like the system was slow, and I had no control over what was happening.” (Participant OF3, Field Interview, 2024)

OF4 similarly described systemic delay as impacting perception:

“The case took long before anything moved forward. I felt like I was just being kept there without clear information about when the court would decide.” (Participant OF4, Field Interview, 2024)

These findings show that participants frame challenges not as deliberate violations but as constraints stemming from institutional capacity, infrastructure gaps, and systemic inefficiencies. They also demonstrate that human rights implementation in the post-arrest phase is structurally mediated. While officers exhibit strong normative awareness, operational realities constrain consistent application. This aligns with institutional policing scholarship, which emphasizes that rights compliance is contingent on material and organizational capacity (Bayley, 2006; Reiner, 2010).

The absence of gender- and juvenile-specific facilities raises significant concerns when evaluated against international custodial standards, which emphasize separation and specialized handling of vulnerable groups. Infrastructure limitations can inadvertently create conditions in which rights are compromised, even without malicious intent. Procedural Justice Theory assumes that fairness can be enacted through respectful

treatment and transparency. However, when logistical delays prolong detention, suspects may perceive injustice regardless of officer intent. This supports the argument that legitimacy is shaped not only by interpersonal treatment but also by systemic efficiency (Tyler & Huo, 2002). The court-access constraint identified by PO6 illustrates institutional interdependence. The police may formally adhere to the 48-hour requirement, yet judicial scheduling limitations can produce de facto extensions. This reflects broader criminal justice coordination challenges identified in the comparative literature.

From a Social Contract perspective, systemic inefficiencies can erode trust even when individual officers act in good faith. Legitimacy is cumulative; repeated delays and infrastructural shortcomings weaken public confidence in state institutions. Additionally, enforcement environments influenced by order-maintenance pressures may intensify strain on limited resources. Broken Windows logic suggests that high enforcement demand increases custodial throughput, which, when combined with inadequate infrastructure, elevates the risk of rights strain. The findings therefore support a structural interpretation: human rights implementation is not solely an ethical issue at the individual officer level but a systemic governance challenge requiring institutional strengthening.

4.3 Treatment of Suspects by the Kasoa Central East Police Command

Research Question Two examined how offenders describe and interpret their treatment during the post-arrest phase. The findings reveal deeply experiential accounts that sharply contrast with the largely procedural narratives offered by officers. While some suspects reported respectful engagement, several participants described coercive

practices, including physical force, intimidation, deprivation, and prolonged confinement. These narratives highlight how power, vulnerability, and institutional discretion intersect during detention. Three dominant experiential themes emerged: physical abuse as coercion, prolonged detention as psychological punishment, and retaliatory or discriminatory treatment.

4.3.1 Physical Abuse as a Form of Coercion

A significant theme emerging from offender narratives is the reported use of physical force as a mechanism to compel compliance, extract confessions, or enforce directives. Participants did not describe isolated slaps or incidental force; rather, their accounts framed physical violence as instrumental, used to induce submission or produce statements. OF1 narrated a highly coercive incident involving forced compliance:

“The Police officers forced me to take the vaccine, saying it was a requirement before imprisonment. When I refused, they beat me several times. They later used a stun gun to overpower me and administer the vaccine against my will.” (Participant OF1, Field Interview, 2024)

This account presents force not as defensive or reactive but as punitive and compliance-driven. Similarly, OF2 described violence linked directly to confession-seeking:

“The Police arrested me and beat me to tell the truth, but I refused. They kept beating me because they said I was hiding something and that if I did not speak, I would continue to suffer.” (Participant OF2, Field Interview, 2024)

The linkage between physical harm and pressure to “tell the truth” suggests that force functioned as an investigative shortcut rather than as a response to resistance. OF4 provided another detailed narrative of coercion:

“They beat me and forced me to sign a statement that I did not agree with. I was scared and confused, and I felt I had no option because they were threatening me and saying it would get worse if I refused.” (Participant OF4, Field Interview, 2024)

This description introduces the element of psychological intimidation accompanying physical assault. OF3 similarly reported excessive physical force tied to offence severity:

“They took me to the Police station and beat me very well. I was beaten because of the nature of the offence I committed and because they wanted to show me that they were in control.” (Participant OF3, Field Interview, 2024)

Across these accounts, violence is described not as spontaneous but as purposive. The central narrative thread is coercion: the use of force to elicit confession, compliance, or submission. Not all offenders reported physical abuse. OF2 and OF1’s accounts contrast with OF2’s earlier report of receiving medical assistance in custody, suggesting that experiences vary across encounters. However, when abuse was reported, it was described as deliberate, repetitive, and tied to investigative objectives. These narratives collectively reveal that, from several offenders’ perspectives, physical coercion is part of their experiential understanding of post-arrest treatment.

The findings align with extensive global scholarship documenting the use of coercive force in custodial settings to extract confessions or compliance (Amnesty International, 2020; UNODC, 2021). The narratives reflect classic features of custodial coercion: repeated beatings, forced statements, intimidation, and threats of continued harm. From a Procedural Justice perspective, these experiences represent a profound departure from the principles of neutrality, dignity, and voice (Tyler, 2006; Tyler & Huo, 2002). Procedural justice theory holds that legitimacy derives from respectful treatment and transparent processes. Physical coercion undermines both, replacing fairness with fear. Broken Windows theory provides an additional interpretive layer. In enforcement environments where control and authority are prioritized, aggressive tactics may

become normalized as tools of order maintenance (Wilson & Kelling, 1982). Under such orientations, force may be rationalized internally as necessary for compliance. However, literature cautions that such normalization increases risks of misconduct, especially where accountability mechanisms are weak (Skolnick & Fyfe, 2010).

From a Social Contract perspective, coercive violence erodes the moral legitimacy of policing authority. When suspects perceive force as punitive rather than procedural, the reciprocal relationship between citizen and state becomes destabilized (Tankebe, 2008). Importantly, triangulation must also account for divergence. Officer narratives in RQ1 emphasized procedural caution and rights protection. Offender accounts complicate that narrative, revealing potential gaps between institutional self-description and lived experience. This divergence does not automatically imply systemic brutality, but it does indicate vulnerabilities in custodial practice that may require strengthening in oversight. The findings, therefore, suggest that while formal procedural awareness exists institutionally, experiential accounts of coercion signal tensions between investigative pressure and rights-based safeguards.

4.3.2 Prolonged Detention and Psychological Punishment

Beyond physical coercion, participants described prolonged detention as a central feature of their post-arrest experience. Detention was not framed merely as temporary custody pending court processing but, in several accounts, as an extended period marked by uncertainty, deprivation, and psychological strain. For some suspects, confinement itself served as a form of punishment before adjudication. OF2 described extended incarceration amid unclear procedural progress:

“I was locked up in the cell for six months before anything meaningful happened. I was not clearly informed about what was going on with my

case. It felt like they just kept me there to suffer, and I did not understand why it was taking so long.” (Participant OF2, Field Interview, 2024)

The emphasis here is not solely on duration but on the informational opacity and perceived purposelessness of detention. Similarly, OF4 reported:

“I was locked up for over a month without being properly told what I was being charged with. Every day I waited for someone to explain, but nobody gave me clear answers, and it made me feel helpless and confused.” (Participant OF4, Field Interview, 2024)

This account foregrounds uncertainty and informational deprivation as central to psychological distress. OF1 connected prolonged detention to physical deprivation:

“I was kept at the Police station for three days after they beat me, and during that time I was denied food for almost a whole day. I felt weak, scared, and unsure of what would happen next.” (Participant OF1, Field Interview, 2024)

Here, detention combines confinement with deprivation, amplifying vulnerability. OF3 described confinement as demonstrative punishment:

“They kept me there because they wanted to show me. It was not just about the case; it felt like they wanted me to feel the weight of what they thought I had done before anything was decided in court.” (Participant OF3, Field Interview, 2024)

Across these accounts, detention is experienced as psychologically punitive. The uncertainty of timelines, lack of procedural updates, deprivation of necessities, and absence of meaningful communication contributed to feelings of helplessness and subordination. While officers in RQ1 emphasized adherence to legal timelines, suspect narratives reveal experiential perceptions of delay and opacity. Even where detention may have been legally processed, the lived experience for several suspects was one of extended suffering and limited procedural clarity. The findings resonate with international scholarship on pre-trial detention as a site of heightened vulnerability. Research consistently demonstrates that prolonged detention, especially under

conditions of uncertainty and poor communication, produces significant psychological distress (Schnittker & John, 2007; WHO, 2019).

From a Procedural Justice perspective, the issue extends beyond duration to include process transparency. Tyler and Huo (2002) argue that legitimacy is influenced less by the severity of outcomes and more by perceived fairness, clarity, and voice. When suspects report informational silence and uncertainty, even lawful detention may be perceived as unjust. Social Contract Theory offers an additional lens. The legitimacy of state authority depends on adherence to due process safeguards (Locke, 1689/1988; Rousseau, 1762/1997). When suspects perceive detention as punitive before adjudication, the moral basis of state authority is strained.

The Broken Windows theory introduces a further structural consideration. In enforcement-intensive environments, higher arrest throughput may strain judicial coordination and detention infrastructure. Without adequate systemic capacity, procedural safeguards, such as timely arraignment, may be difficult to maintain consistently. This does not necessarily indicate intentional abuse but highlights systemic fragility under enforcement pressure. Importantly, triangulation reveals a tension between officer narratives emphasizing compliance with the 48-hour rule and suspect accounts describing extended confinement. This divergence may reflect systemic court scheduling delays, communication gaps, or record-keeping inefficiencies rather than uniform disregard for procedure. Nevertheless, from an experiential standpoint, prolonged uncertainty undermines perceived legitimacy. The findings, therefore, suggest that human rights compliance in detention must be evaluated not only in terms of formal legality but also through experiential transparency, communication, and timeliness.

4.3.3 Retaliatory and Discriminatory Treatment

Beyond physical coercion and prolonged detention, suspect narratives described experiences of treatment perceived as retaliatory and discriminatory. Participants did not merely describe procedural harshness; rather, they described encounters in which they believed officers' conduct was influenced by emotional reactions, offense type, personal associations, or perceived defiance. OF3 described treatment that he interpreted as punitive beyond investigative necessity:

"I was beaten because of the nature of the offence I committed. It was like they had already judged me. They said people like me deserve to suffer, and they kept me there to show me that I cannot behave that way." (Participant OF3, Field Interview, 2024)

The account suggests perceived moral judgment preceding legal adjudication. Similarly, OF1 framed his experience as personally targeted:

"The Police seemed to enjoy punishing me. It did not feel like normal procedure. It felt personal, like they wanted to teach me a lesson because of who I was associated with and what they thought about me." (Participant OF1, Field Interview, 2024)

This narrative introduces perceived personalization of authority. OF4 linked severity of treatment to non-compliance:

"I was not treated well because I refused to take the COVID-19 vaccine. After I resisted, their attitude changed. They became harsher and made it clear that since I did not cooperate, things would be difficult for me." (Participant OF4, Field Interview, 2024)

The participant frames harsh treatment as retaliatory response to perceived disobedience. OF2 similarly described differential treatment influenced by associations:

"The police were harsher with me because of the people I was connected to. They kept asking about others and seemed angry that I would not talk, and that made the way they handled me more aggressive." (Participant OF2, Field Interview, 2024)

Across these accounts, suspects describe treatment that went beyond neutral law enforcement. The language of “teaching a lesson,” “showing me,” and “making it difficult” reflects perceptions of discretionary authority used in punitive or demonstrative ways. Not all suspects described discrimination; however, those who did framed their experiences in terms of selective harshness, emotional intensity, and unequal treatment compared with what they perceived as standard procedure. These narratives suggest that discretionary power during detention may, at times, be experienced as personalized or retaliatory rather than purely procedural.

The findings align with scholarship on discretionary policing and the risk of retaliatory conduct in high-discretion environments (Stoughton, 2014). In contexts where officers exercise broad authority with limited immediate oversight, emotional responses or implicit biases may shape the tone of interactions and the intensity of decision-making. Procedural Justice Theory offers a critical lens. Neutrality and impartiality are foundational to perceived fairness (Tyler, 2006). When suspects perceive their treatment as influenced by personal judgment or moral condemnation, legitimacy is weakened regardless of legal correctness. The accounts suggest that perceived bias and retaliatory intensity undermine the procedural fairness that undergirds institutional trust.

Social Contract Theory further clarifies the implications. State authority is legitimate only insofar as it is exercised impartially and within legal bounds (Locke, 1689/1988; Rousseau, 1762/1997). Perceived discriminatory enforcement strains the reciprocal relationship between citizen and state, particularly in communities already sensitive to policing inequities. Broken Windows–influenced enforcement cultures may also contribute to this dynamic. Order-maintenance philosophies emphasize control and

deterrence. In such environments, officers may interpret resistance or defiance as threats to authority, prompting escalated responses. While intended to reinforce order, such escalations may be experienced by suspects as retaliatory or excessive.

4.4 Awareness and Implementation of Human Rights Protocols among Police Officers in the Kasoa Central East Police Command Region

Research Question Three examined the extent to which police officers demonstrate awareness of human rights standards and how such awareness translates into practical implementation during the post-arrest phase. The analysis reveals a layered reality: strong declaratory commitment to rights norms, structured procedural safeguards, contextual constraints, and institutional training mechanisms that shape compliance outcomes.

4.4.1 Awareness and Understanding of Human Rights Protocols

The data indicate that officers possess a clear declaratory awareness of core human rights principles, particularly presumption of innocence, right to counsel, and protection from abuse. Human rights were consistently framed as constitutional obligations embedded within police duties rather than external impositions. PO2 articulated this normative grounding:

“Human beings have rights in society, and those rights extend to every aspect of life. In line with our police duties, even a suspect has rights until that person is proven guilty by a court of competent jurisdiction. We are trained to remember that.” (Participant PO2, Field Interview, 2024)

PO4 similarly emphasized the presumption of innocence:

“A suspect still has rights such as the right to counsel, the right to have a witness when statements are taken, and the right not to be abused. Until proven guilty, that person must be treated fairly under the law.” (Participant PO4, Field Interview, 2024)

PO5 highlighted institutional change:

“Human rights issues are now taken more seriously than before. Officers are aware that abusing a suspect can bring disciplinary action. We are constantly reminded that the rights of suspects must not be ignored.” (Participant PO5, Field Interview, 2024)

PO1 connected awareness to accountability:

“We are guided by the Constitution and service regulations. If an officer violates the rights of a suspect, it can bring sanctions and disrepute to the service, so we are conscious of that.” (Participant PO1, Field Interview, 2024)

While these responses reflect strong conceptual awareness, probing revealed variation in applied depth. When discussing vulnerable populations or complex custodial situations, responses became more generalized, suggesting that awareness may be foundational yet not uniformly sophisticated across contexts. Overall, the findings demonstrate normative consciousness, institutional framing of rights, and awareness of consequences of violations.

The findings confirm alignment with the Normative–Legal Structural Dimension of the conceptual framework. Officers demonstrate awareness consistent with constitutional mandates and international human rights standards. However, awareness alone does not ensure effective operationalization. Procedural Justice Theory holds that legitimacy arises not merely from knowledge of rights but from the consistent enactment of neutrality, respect, and voice (Tyler & Huo, 2002). The data indicate cognitive alignment, but variable applied nuance, particularly in complex custodial settings. From a Social Contract perspective, declaratory recognition of rights reinforces the normative legitimacy of state authority. Yet triangulation with RQ2 reveals experiential divergence, suggesting that awareness does not always translate seamlessly into

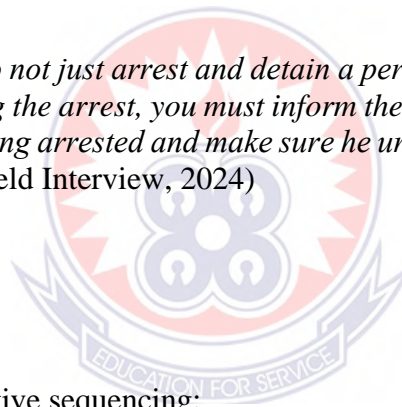
practice. The findings, therefore, indicate that awareness is a necessary but insufficient condition for full compliance with rights. Institutional reinforcement and operational clarity remain essential.

4.4.2 Practical Implementation of Human Rights Protocols

Officers described specific procedural mechanisms intended to safeguard human rights during the post-arrest phase. These include informing suspects of the charges, conducting investigations before formal charging, ensuring that statements are taken in comprehensible language, and maintaining documentation.

PO3 explained:

“You do not just arrest and detain a person without explanation. Before effecting the arrest, you must inform the suspect of the offence for which he is being arrested and make sure he understands clearly.” (Participant PO3, Field Interview, 2024)



PO8 detailed investigative sequencing:

“After arrest, you take the suspect to the nearest police station where investigations begin to ascertain whether the allegation is true. You cannot just assume guilt without proper inquiry.” (Participant PO8, Field Interview, 2024)

PO6 emphasized language clarity:

“When taking statements, we ensure it is done in a language the suspect understands. If the person does not understand, we try to find someone to interpret so that the rights are not violated.” (Participant PO6, Field Interview, 2024)

PO7 added documentation safeguards:

“Everything must be recorded properly. If you do not document correctly, it can create problems later in court and even raise concerns about whether rights were respected.” (Participant PO7, Field Interview, 2024)

These accounts reflect structured procedural routines intended to institutionalize fairness. Officers consistently framed implementation as embedded within routine practice rather than exceptional compliance. However, implementation was also described as context-dependent, influenced by workload, resource constraints, and situational pressures.

The findings align with the Institutional–Operational Dimension of the conceptual model, illustrating how normative standards are translated into daily practice. Procedural Justice Theory provides interpretive depth. Informing suspects of charges and using comprehensible language operationalize transparency and voice. When consistently applied, these practices strengthen perceived legitimacy (Tyler, 2006).

However, triangulation with RQ2 reveals potential disjunctures. While officers describe procedural safeguards, some suspects reported coercion and opacity. This suggests variability in implementation fidelity, possibly influenced by enforcement pressure or supervision gaps. Broken Windows–influenced enforcement environments may intensify investigative urgency, increasing discretionary pressure at the arrest stage. Under such strain, procedural consistency may become uneven. Thus, implementation appears formally structured but operationally contingent on context, supervision, and resource stability.

4.4.3 Challenges in Upholding Human Rights Protocols

Officers identified structural and logistical barriers that complicate consistent compliance with rights.

PO5 described infrastructural strain:

“We do not have enough cells, especially when handling female suspects. It becomes difficult to separate them properly when facilities are limited, and that affects how investigations are conducted.” (Participant PO5, Field Interview, 2024)

PO4 addressed juvenile cases:

“When handling juvenile suspects, sometimes there is no appropriate place to keep them separately. That creates difficulty because separation is important for proper investigation and protection.” (Participant PO4, Field Interview, 2024)

PO7 highlighted communication barriers:

“Language barriers make it difficult sometimes. If the suspect does not understand English or Twi well, explaining rights becomes challenging, and you must find someone to assist.” (Participant PO7, Field Interview, 2024)

These findings reveal that constraints are framed as infrastructural rather than attitudinal. Officers did not deny rights obligations but emphasized capacity limitations affecting delivery. These findings reinforce the structural mediators identified in the conceptual framework. Human rights compliance is materially conditioned by infrastructure, staffing, and communication capacity.

Comparative policing scholarship demonstrates that rights implementation in resource-constrained contexts often encounters logistical fragility (Hills, 2000; Newman, 2010). The data here reflect similar dynamics. From a Procedural Justice lens, language barriers undermine transparency and voice, weakening perceived fairness even absent malicious intent. Triangulation with RQ2 suggests that some experiential dissatisfaction may stem from these structural weaknesses rather than deliberate misconduct. Nonetheless, systemic constraints do not negate institutional responsibility; they highlight the need for structural strengthening.

4.4.4 Training and Awareness Initiatives

Officers reported structured training and leadership reinforcement mechanisms supporting human rights compliance.

PO3 stated:

“We attend workshops and seminars on human rights protocols regularly. These sessions remind us of how suspects should be treated and the consequences of misconduct.” (Participant PO3, Field Interview, 2024)

PO2 emphasized foundational education:

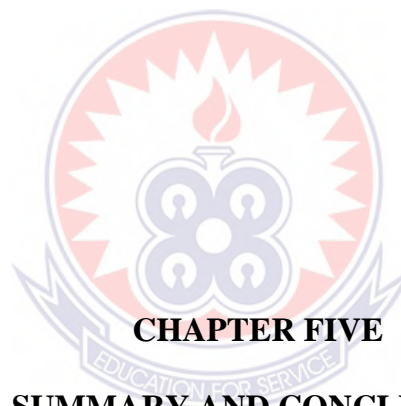
“Before graduating from police training school, human rights are taught extensively. It forms part of our curriculum, and you cannot pass out without understanding these principles.” (Participant PO2, Field Interview, 2024)

PO1 referenced leadership oversight:

“During meetings with the regional commander, treatment of suspects is always discussed. We are reminded that any abuse will not be tolerated.” (Participant PO1, Field Interview, 2024)

These findings indicate institutional endorsement at both training and supervisory levels. Training aligns with international recommendations emphasizing continuous human rights education in policing (UNODC, 2011). Within the conceptual framework, training operates as an institutional capacity mechanism intended to strengthen implementation fidelity. However, literature cautions that training effectiveness depends on reinforcement, accountability, and cultural integration (Manning, 2008). Training must be embedded within organizational practice to influence behavior sustainably. Leadership emphasis strengthens normative messaging and supports top-

down legitimacy reinforcement (Goldsmith, 2005). Yet triangulation with RQ2 suggests that training alone does not eliminate experiential divergence. Thus, RQ3 reveals a structurally supportive environment with normative awareness, procedural intent, and training reinforcement, but also contextual constraints and implementation variability.



CHAPTER FIVE

SUMMARY AND CONCLUSION

5.0 Introduction

This chapter presents the concluding synthesis of the study. It consolidates the major findings, articulates their theoretical implications, and outlines the study's conclusions, recommendations, limitations, and directions for future research. Drawing together the analyses developed in the preceding chapters, this section reflects on the broader significance of the relationship between human rights principles and post-arrest treatment within the Kasoa Central East Police Command. In doing so, it situates the study's contribution within ongoing scholarly and policy debates on rights-based policing and custodial justice.

5.1 Summary

This study examined the relationship between human rights principles and the post-arrest treatment of suspects within the Kasoa Central East Police Command in Ghana. It was motivated by longstanding concerns within international and domestic discourse that the post-arrest phase represents a critical point of vulnerability, where constitutional safeguards and human rights protections are most at risk. Although Ghana's legal framework formally guarantees due process and protection from abuse, questions remain regarding how these standards are operationalized in everyday policing practice.

The study sought to: (1) examine existing post-arrest procedures and custodial practices within the Command; (2) explore suspects' lived experiences during the post-arrest phase; and (3) assess police officers' awareness and practical implementation of human rights protocols. By focusing on a specific policing context, the research addressed a notable gap in localized empirical scholarship on post-arrest human rights compliance in Ghana.

The study was theoretically anchored in Social Contract Theory, Procedural Justice Theory, and Broken Windows Theory. Social Contract Theory provided the normative foundation for assessing the legitimacy of police authority, emphasizing that state power is justified only when exercised within the bounds of rights protection. Procedural Justice Theory offered an interactional lens for evaluating fairness, neutrality, dignity, and transparency in police–suspect encounters. Broken Windows Theory contributed a criminological perspective by illuminating how order-maintenance orientations and enforcement priorities may influence post-arrest conduct. Together, these frameworks enabled a multi-level analysis of structural norms, institutional practices, and lived experiences.

Methodologically, the study adopted a qualitative approach situated within an interpretivist paradigm. A case study design was employed to enable an in-depth examination of practices within the Kasoa Central East Police Command. Twelve participants were purposively selected, comprising police officers of varying ranks and suspects who had experienced post-arrest detention. Data were collected through semi-structured interviews conducted in English and Twi (Fante), allowing participants to articulate their experiences and perspectives in linguistically appropriate contexts.

Thematic analysis was used to identify patterns across the data. The findings revealed a complex and sometimes contradictory landscape. On the one hand, officers demonstrated awareness of legal procedures and human rights principles, emphasizing due process and the presumption of innocence. On the other hand, suspects reported experiences of physical coercion, prolonged detention, psychological pressure, and retaliatory treatment, indicating gaps between formal protocols and lived realities. Institutional constraints, including logistical limitations and structural inefficiencies within the broader justice system, were also identified as factors influencing implementation.

To ensure methodological rigor, the study adhered to established qualitative trustworthiness criteria. Credibility was strengthened through prolonged engagement and the use of verbatim accounts. Dependability was supported by systematic coding and transparent analytic procedures. Confirmability was maintained through reflexive practice and evidentiary linkage between data and interpretation. Transferability was enhanced through detailed contextual description, enabling readers to assess the relevance of findings to similar policing environments.

5.2 Key Findings

The study's key findings included the following under each research question:

5.2.1 Research Question One: What is the nature of post-arrest treatment within the Kasoa Central East Police Command?

The findings indicate that post-arrest procedures within the Kasoa Central East Police Command are formally grounded in legal and constitutional standards. Police officers demonstrated awareness of procedural requirements, including informing suspects of the reasons for arrest, documenting detention, and initiating investigations within established frameworks. Institutional narratives emphasized legality, due process, and professional responsibility. This suggests that, at the normative and declaratory levels, human rights principles are acknowledged within the Command. However, the study also revealed that procedural compliance is not uniformly realized in practice. Although officers articulated a commitment to dignity and fairness, implementation was shaped by operational realities. Infrastructural deficiencies, inadequate detention facilities—particularly for women and juveniles—and broader structural inefficiencies within the criminal justice chain limited the consistent application of rights-based standards. As such, the post-arrest environment reflects a qualified form of compliance: one in which legal awareness exists but institutional capacity constrains its full operationalization. The findings, therefore, demonstrate a gap between procedural intent and contextual execution rather than an outright absence of regulatory structure.

5.2.2 Research Question Two: How do suspects experience post-arrest treatment within the Command?

Unlike institutional accounts, suspects' narratives described coercion, prolonged detention, and discretionary excess. Several participants reported the use of physical force to extract confessions or compel compliance, suggesting that coercive methods

sometimes supplemented or replaced investigative procedures. These accounts indicate that discretionary authority was exercised, in certain instances, beyond lawful necessity.

The findings further indicate that detention was sometimes experienced not merely as a temporary custodial measure but as a form of psychological pressure. Reports of extended confinement without clear communication about charges or timelines created uncertainty and emotional distress. In addition, accounts of retaliatory and discriminatory treatment point to the influence of perceived bias, personal judgment, or punitive motivation in some police–suspect interactions. Collectively, these experiential findings raise concerns about the protection of dignity and due process during the post-arrest phase. They also reveal a divergence between institutional self-representation and lived realities, underscoring the importance of evaluating compliance not only through official procedures but also through experiential outcomes.

5.2.3 Research Question Three: What is the level of awareness and implementation of human rights protocols among police officers?

The study found that police officers possess foundational knowledge of human rights principles and constitutional safeguards governing arrest and detention. Training programs, workshops, and supervisory directives reinforce awareness of suspects' rights and emphasize the importance of lawful conduct. At the level of formal education and policy orientation, there is clear institutional recognition of rights-based policing.

Nonetheless, the implementation of these principles varies in practice. Officers acknowledged operational challenges, including limited resources, language barriers, insufficient facilities, and delays in the broader justice system. These constraints

undermine the consistency and depth of rights application, particularly in complex situations involving vulnerable populations. Although training initiatives exist and are formally endorsed, their effectiveness is mediated by institutional culture, resource availability, and accountability mechanisms. The findings, therefore, suggest that awareness alone does not guarantee uniform compliance; effective implementation requires structural reinforcement and organizational alignment.

5.3 Implications of the Study

This study has implications for theory, practice and policy.

5.3.1 Theoretical Implications

This study contributes to theory by empirically demonstrating the tension between normative legitimacy and operational reality in post-arrest policing. The findings refine Social Contract Theory by showing that legitimacy is not secured solely through constitutional mandates or institutional declarations; rather, it is continually negotiated through everyday custodial interactions. When suspects experience coercion, prolonged detention, or discriminatory treatment, the reciprocal trust underpinning the social contract is weakened, even when officers profess legal compliance. The study therefore advances Social Contract Theory by situating legitimacy in the experiential domain of custodial practice rather than in abstract state authority alone.

The findings also deepen Procedural Justice Theory by showing that procedural fairness cannot be assessed solely by formal compliance with arrest protocols. Although officers reported adherence to legal requirements, suspects' accounts revealed a divergence in

lived experience. This underscores a critical theoretical insight: procedural justice must be evaluated by interactional quality and perceived fairness, not merely by institutional self-reporting. The study thus reinforces the central claim of procedural justice scholarship—that legitimacy depends on how authority is exercised, particularly in contexts of vulnerability such as post-arrest detention.

Furthermore, the study offers a contextual refinement of Broken Windows Theory in a developing-country policing context. While order-maintenance logic may implicitly shape enforcement behavior, the findings suggest that aggressive or discretionary practices during post-arrest processing risk undermining rights-based policing. The study therefore contributes to criminological theory by demonstrating how a crime-control orientation can create structural tensions with constitutional safeguards. It highlights the need to integrate enforcement philosophy with human rights compliance when examining custodial policing.

5.3.2 Practical Implications

Practically, the findings show that awareness of human rights principles among officers does not automatically lead to consistent implementation. This has direct implications for police management and institutional reform. First, training programs must move beyond doctrinal instruction and incorporate scenario-based, context-sensitive applications that address complex custodial situations, including the handling of vulnerable populations and the management of discretionary pressure.

Second, institutional supervision mechanisms require strengthening. The divergence between officer narratives and suspect experiences suggests the need for enhanced monitoring of detention practices, improved documentation systems, and internal accountability structures that move beyond symbolic compliance.

Third, infrastructural and logistical constraints significantly affect rights implementation. Practical reform must therefore address detention conditions, availability of appropriate facilities for women and juveniles, language accessibility mechanisms, and resource adequacy. Without institutional capacity, even well-intentioned officers may struggle to maintain consistent human rights standards.

Finally, the study underscores the importance of cultivating a professional culture that internalizes dignity, restraint, and proportionality as operational norms rather than aspirational ideals. Organizational culture, not only formal regulation, determines everyday custodial conduct.

5.3.3 Policy Implications

At the policy level, the findings indicate that post-arrest human rights compliance requires systemic coordination beyond the police institution. Structural barriers, including court delays and procedural bottlenecks in the broader criminal justice system, contribute to prolonged detention and custodial strain. Policy reform must therefore adopt an integrated justice-sector approach rather than isolate police conduct from its institutional context.

There is also a need for clearer operational guidelines governing post-arrest detention timelines, interrogation safeguards, and protection of vulnerable suspects. While constitutional provisions exist, their translation into enforceable custodial protocols should be strengthened through detailed standard operating procedures and independent oversight mechanisms.

Additionally, policy frameworks should incorporate measurable indicators of compliance with custodial rights, such as documentation audits, complaint-review

systems, and periodic human rights performance assessments. These mechanisms can narrow the gap between formal legality and experiential reality. Finally, leadership commitment must be institutionalized at the policy level through mandatory refresher training, transparent disciplinary processes, and structured collaboration with human rights bodies and civil society actors. Sustainable rights-based policing depends not only on awareness but also on enforceable institutional accountability.

5.4 Conclusion

Based on the study findings, the following conclusions were drawn:

1. The study concluded that post-arrest procedures within the Command are formally grounded in constitutional and statutory frameworks. Officers demonstrate awareness of due process requirements, and there is institutional recognition of the need for lawful arrest, communication of charges, and documentation of custody. At the declaratory level, the Command aligns itself with national and international human rights standards.
2. The study concluded that the post-arrest phase constitutes a critical vulnerability point within the justice process. Where physical coercion, psychological pressure, or retaliatory conduct occurs, human rights protections are not merely strained but substantively compromised. These practices erode perceptions of fairness and weaken institutional legitimacy. Thus, while procedural safeguards exist, their inconsistent application produces a legitimacy deficit rooted in lived experience.
3. The study concludes that awareness does not automatically translate into consistent implementation. Operational pressures, language barriers, infrastructural deficits, and institutional culture mediate how human rights protocols are enacted in practice. The effectiveness of training programs is

contingent upon supervision, accountability mechanisms, and material capacity. Consequently, human rights compliance within the Command reflects a gap between knowledge and uniform execution.

5.5 Recommendations

Based on the conclusion drawn, the study recommended the following

1. Although the study found that post-arrest procedures are formally grounded in constitutional and statutory standards, implementation is constrained by institutional and systemic limitations. To bridge the gap between normative compliance and operational execution, it is recommended that the Ghana Police Service Headquarters, in collaboration with the Ministry of the Interior, undertake a structured review of post-arrest operational procedures in resource-constrained commands. Regional and Divisional Command leadership must ensure that procedural requirements are not merely declaratory but embedded in daily custodial practice through periodic compliance audits. Without structural reinforcement, legal awareness alone will remain insufficient to guarantee consistent rights protection.
2. The findings revealed a divergence between institutional narratives and suspects' lived experiences, particularly regarding allegations of coercion, prolonged detention, and retaliatory conduct. To prevent discretionary excess and protect suspects' rights, it is recommended that the Police Professional Standards Bureau (PPSB) and the Commission on Human Rights and Administrative Justice (CHRAJ) strengthen independent custodial oversight

mechanisms. The Command leadership in Kasoa Central East bears direct responsibility for promptly and transparently investigating any deviation from procedural fairness. Institutional legitimacy depends not on denying abuse but on demonstrable accountability when misconduct occurs.

3. While officers demonstrated foundational awareness of human rights principles, implementation varied under operational pressures. To bridge the knowledge–practice divide, the Ghana Police Training Directorate, in collaboration with accredited human rights institutions, should redesign in-service training to focus on the scenario-based, context-sensitive application of human rights standards. The Regional Command structure must institutionalize continuous supervisory engagement, ensuring that human rights performance is an evaluative component of officer appraisal. Leadership responsibility is central to embedding a rights-based culture beyond classroom instruction.

5.6 Study Limitations

First, the study adopted a qualitative case study design focused on a single police command. Although this approach enabled rich, contextual analysis, it limits the statistical generalizability of the findings. The realities identified in Kasoa may not automatically represent practices across other regional commands in Ghana, particularly those operating under different socioeconomic or administrative conditions. The study's strength lies in analytical depth rather than broad generalization. Second, although the sample size was appropriate for qualitative inquiry, it was limited to twelve participants. While purposive sampling ensured relevance and depth of information, a larger, more diverse sample, particularly additional suspects or

independent oversight actors, might have provided broader experiential variation. Nonetheless, the study prioritized narrative depth and thematic saturation over numerical expansion.

Third, the study relied primarily on self-reported accounts from both police officers and suspects. Although triangulating institutional narratives with experiential accounts enhanced credibility, self-report data inherently carries the risk of recall bias, selective memory, or social desirability effects. Officers may present practices in ways consistent with institutional expectations, while suspects may interpret experiences through personal trauma or distrust. However, methodological safeguards, including prolonged engagement and thematic cross-verification, were employed to mitigate these risks.

Fourth, access constraints limited direct observational data in detention facilities. The study relied on interviews rather than sustained ethnographic observation of post-arrest processes. Observational data could have further strengthened confirmability by capturing real-time procedural conduct. Finally, structural factors within the broader justice system, such as prosecutorial or judicial inefficiencies, were discussed as contextual influences but were not investigated independently. A more comprehensive justice-sector study might have provided a deeper structural comparison beyond the police institution.

5.7 Suggesting Further Studies

First, comparative studies across multiple police commands in Ghana would provide a broader understanding of regional variations in post-arrest human rights compliance. Such research could determine whether patterns observed in Kasoa reflect systemic trends or localized dynamics. Second, future research may adopt a mixed-methods approach, integrating quantitative analysis of detention records, complaint data, or use-

of-force reports with qualitative narratives. This would enable empirical measurement of detention timelines, the frequency of rights notifications, and patterns of custodial complaints, thereby strengthening generalizability and statistical grounding.

Third, longitudinal research on the long-term psychological and social impact of post-arrest experiences on suspects would deepen understanding of legitimacy formation and institutional trust. Such studies could examine how custodial treatment shapes subsequent attitudes toward law enforcement and compliance with the law. Fourth, future studies should evaluate the effectiveness of human rights training programs within the Ghana Police Service. Rather than documenting awareness, such research could assess behavioral change outcomes, supervisory reinforcement, and the relationship between training exposure and custodial conduct.

Fifth, institutional ethnographic studies in detention settings could provide real-time observation of post-arrest practices, complementing interview-based findings and strengthening methodological triangulation. Finally, broader justice-sector research examining the interplay among police, prosecution, and courts in shaping detention duration would provide systemic insight into structural contributors to rights vulnerability during the post-arrest phase.

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