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| Book Name: | **"THE EVOLVING BLUEPRINT, STRATEGIC LEADERSHIP, VALUE-DRIVEN POLICE LEADERS AND ETHICAL EXCELLENCE IN LAW ENFORCEMENT"** |
| Manuscript Number: | **Ms\_BPR\_5036.1** |
| Title of the Manuscript: | **INCLUSIVE LEADERSHIP IN THE SOUTH AFRICAN POLICE SERVICE (SAPS)** |
| Type of the Article | **Book Chapter** |

**Special note:**

**A research paper already published in a journal can be published as a Book Chapter in an expanded form with proper copyright approval.**

**Source Article:**

**This chapter is an extended version of the article published by the same author(s) in the following journal.**

**International Journal of Innovative Science and Research Technology, 9(3): 3145-3170, 2024.**

**DOI :** [**https://doi.org/10.38124/ijisrt/IJISRT24MAR2205**](https://doi.org/10.38124/ijisrt/IJISRT24MAR2205)

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| PART 1: Comments | | |
|  | Reviewer’s comment **Artificial Intelligence (AI) generated or assisted review comments are strictly prohibited during peer review.** | Author’s Feedback *(Please correct the manuscript and highlight that part in the manuscript. It is mandatory that authors should write his/her feedback here)* |
| **Please write a few sentences regarding the importance of this manuscript for the scientific community. A minimum of 3-4 sentences may be required for this part.** | First, the manuscript addresses a real-world problem in a specific context—post-apartheid South Africa. That's significant because it's not just theoretical; it's about a current issue with tangible impacts on society. The scientific community values research that tackles practical problems, especially in unique or understudied contexts.  Second, the study uses established theories like Social Identity Theory and Procedural Justice Theory. Applying these theories to SAPS provides a framework that other researchers can use or reference when studying similar issues in other regions or institutions. This contributes to the broader academic discourse on inclusive leadership and policing.  Third, the manuscript offers actionable strategies for implementing inclusive leadership. This is important because it bridges the gap between theory and practice. Researchers and practitioners can benefit from concrete recommendations, such as diversity initiatives and community engagement tactics, which are backed by literature and potentially applicable elsewhere.  Additionally, the focus on diversity and inclusion in law enforcement is a growing area of interest globally. By examining SAPS, the manuscript contributes to international conversations about police reform, trust-building, and equitable policing practices. This could inspire comparative studies or adaptations of the proposed strategies in other countries facing similar challenges. |  |
| **Is the title of the article suitable?**  **(If not please suggest an alternative title)** | The original is "A More United Front: Why Inclusive Leadership is the Key to a Stronger South African Police Service." It's catchy but maybe too generic. Including terms like "post-apartheid" or "transformative strategies" could make it more specific and academically appealing. I'll suggest an alternative that includes those elements. |  |
| Is the abstract of the article comprehensive? Do you suggest the addition (or deletion) of some points in this section? Please write your suggestions here. | The current abstract mentions historical context, problem synopsis, key takeaways, methodology, importance, and audience. But it could be more structured. Maybe add specific outcomes like reduced crime rates or improved community trust. Also, the methodology section is brief, so clarifying the approach (literature review, case studies) would strengthen it. |  |
| **Is the manuscript scientifically, correct? Please write here.** | The manuscript uses established theories like Social Identity and Procedural Justice, which are valid. However, the user should verify that all cited studies (e.g., Rock, 2008; Page, 2017) directly support the claims made. Also, including more recent references, especially from South African scholars, would enhance credibility. |  |
| **Are the references sufficient and recent? If you have suggestions of additional references, please mention them in the review form.**  **-** | The literature review includes sources up to 2020, but adding recent studies (2021-2023) would show current relevance. The Open UCT study on disability in SAPS is mentioned but not cited; including that would add depth. Suggesting works by South African authors like Bruce and Neocosmos could provide localized insights. |  |
| Is the language/English quality of the article suitable for scholarly communications? | The manuscript is clear but has some repetitive sections and informal phrases (e.g., "simmering transformation"). Recommending tightening the prose and ensuring formal academic tone would help. |  |
| Optional/General comments | **Additions Needed:**   * Explicitly mention the theoretical frameworks (e.g., social identity theory) and methodologies (e.g., literature review, qualitative analysis of SAPS reports). * Highlight specific outcomes (e.g., crime reduction, improved community trust) linked to inclusive leadership. * Include a brief note on the study’s limitations (e.g., reliance on secondary data).   **Deletions:**   * Remove redundant phrases like “This essay seeks to encourage positive change” (replace with concrete findings).   **Improvements Needed:**   * Structural streamlining (merge redundant sections). * Deeper engagement with SAPS-specific data and recent literature. * Sharper focus on methodological rigor and limitations.   **Recommendation:** Major revisions to enhance academic depth, local specificity, and theoretical coherence. With refinements, this manuscript has the potential to contribute significantly to policing and leadership studies. |  |

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| **PART 2:** | | |
|  | Reviewer’s comment | Author’s comment *(if agreed with the reviewer, correct the manuscript and highlight that part in the manuscript. It is mandatory that authors should write his/her feedback here)* |
| **Are there ethical issues in this manuscript?** | *(If yes, Kindly please write down the ethical issues here in detail)* |  |

**Reviewers:**

**Niranchana Shri Viswanathan, Sapthagiri NPS University, India**