

Graduate Diploma Professional Police Practice

LEVEL 6 - 40 Credits

**Workbook title: Competency Based
Workbook 2 (DHEP/DET)**

***To be completed by DHEP Detective students
only***

**(SOUTH WALES POLICE, GWENT POLICE AND
UWTSD)**

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**FACULTY OF BUSINESS AND MANAGEMENT
PUBLIC SERVICE PROGRAMME**

Module title: Policing in the Workplace 3 (DHEP) - BMPP6009D

Workbook Guidance

Please read these notes carefully. They provide essential information. The documents you will use in developing your workbook are on the following pages.

What is the workbook for?

The purpose of this workbook is to enable learners to demonstrate and provide evidence of how they meet the learning outcomes set by the College of Policing, for the Graduate Diploma in Professional Policing Practice. You are being asked to outline your experiential learning based upon your theoretical understanding in a range of operational situations.

- Wellbeing and Resilience
- Criminal Justice
- Conducting Investigations
- Decision making and discretion
- Maintaining Professional Standards
- Leadership and Team working
- Policing the roads
- Information and Intelligence

You may wish to use the same incidents as you have outlined in the Occupational Competence Portfolio.

How should the workbook be presented?

Blank electronic copies can be found on Moodle of this workbook. You must submit this document electronically therefore it is important that you save your work regularly and upload the final typed version through Turnitin on Moodle.

Word count policy can be found in chapter 7 of the Academic Quality under section 7.7 (this applies to presenting work above and under the specified word count).

https://www.uwtsd.ac.uk/media/uwtsd-website/content-assets/documents/academic-office/aqh-chapters/chapters---en/Chapter_07_Assessment-Taught_Programmes_Pages_72-79-UPDATED-05-11-2019.pdf

Reflective practice is a core aspect for your workbooks and although there is a variety of useful resources on Moodle, there is one particular book, that is specifically based on reflective practice in policing, here is a link to one chapter from Selina Copley's Reflective Practice for Policing Students:

https://moodle.uwtsd.ac.uk/pluginfile.php/298870/mod_resource/content/1/Reflective%20Practice%20for%20Policing%20Students%20-%20Selina%20Copley%20Chapter5.pdf

How is the workbook assessed?

Advice and support about the completion of this workbook is available to you. Please contact Kelly Andrews direct using k.andrews@uwtsd.ac.uk with any questions or queries you may have.

Dates of workbook submission can be located within the General information tile within Moodle.

Once submitted your workbook will be assessed and marked independently. You will be provided with individual feedback once the work has been marked.

Confidentiality

It is important that no individual can be identified either directly or indirectly from the information in the workbook. However, you must:

- adhere to guidance in the Candidate Handbook about confidentiality.
- not identify individuals including witnesses, victims, or offenders by name.
- not write information that enables any individual to be identified indirectly through the description you provide. This includes references to names, colleagues, places (including hospitals, schools, town, villages, streets) specific incidents which were high profile and could be identified due to past publicity, other professionals or any other personal information including medical or other conditions.
- take personal responsibility for adhering to confidentiality rules.
- not include any dates of any incidents or anything that specifically identifies an actual incident.

Please be aware that any content that is deemed to be inappropriate, disrespectful, or abusive will not be tolerated. Following review of any content of this nature the information will be shared with the employer of the student responsible.

Should any health and wellbeing concerns be raised because of disclosures made by the student within this workbook, the employer of the student will be informed.

NOTE

Your workbook will be submitted electronically via Turnitin on Moodle. Guidance on this is in the Candidate Handbook.

Remember that the workbook is YOUR responsibility you must not rely on the assessor or anyone else to pick up any confidentiality breaches as this is your work and you must accept full responsibility for confidentiality. Meeting all the confidentiality requirements is particularly important.

Dyslexia and other special circumstances

If you have any condition that you feel may affect your ability to deal with any part of the programme, please see the Candidate Handbook for further guidance. The University has a Student Services Unit that may be able to help but ***it is the learner's individual responsibility to contact them.***

Competency Based Workbook 2 - Learner Workbook

Guidance:

- *Your workbook must contain items 1 - 5 below (in the order given).*
- *You should use the pro-forma to insert your text within each section.*
- *You should upload your completed document as a saved pdf file of this workbook; if this is not possible then a Word Doc file is acceptable. Do not send a scanned file from a photocopier, an apple.dot file, or a Microsoft publisher file as Turnitin will not be able to assess them, despite you being able to upload them.*

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Task 1

Relevant areas of the National Policing Curriculum: Vulnerability and Risk, Evidence-based policing

You must choose serious and complex investigation in which you played a significant role with a victim of crime and reflect on what happened.

Give a brief description of the **investigation** including social and legislative contexts and any relevant cultural, ethnicity and language issues.

Critically evaluate the appropriateness of different approaches (by professionals and the police) in supporting or managing vulnerable people or people at risk of harm during the **investigative process**

Explore what works in relation to tackling repeat victimisation and repeat offending during this **investigation**. Consider the use of evidence-based policing.

2000 words (+/- 10%: include your actual word count at the end of each section)

ANSWER:

From a policing perspective, an essential aspect to providing an appropriate and efficient response is the ability for police to recognise, safeguard, and provide ongoing support to those who are vulnerable or at risk of harm. These individuals, whether their vulnerability stems from mental health, physical disabilities, age or otherwise, are likely to be at a higher risk of repeat victimisation due to isolation, ongoing exposure to dangerous situations and isolation (Graham-Kevan, et al., 2015), therefore a versatile approach to criminal investigations is required involving legal, social and practical interventions. In this essay I will explore an investigation in which I played a significant role and use this to critically evaluate the appropriateness of different approaches available when supporting vulnerable people. I will also discuss strategies that have proven effective in tackling repeat victimisation and repeat offending.

The policing incident I will focus on is an incident of domestic abuse committed by a male towards his partner and her son, who was under the age of 18. The male was reported to have non-fatally strangled his partner after a long period of on-going abuse during which her son intervened and was subsequently physically assaulted.

Following the initial report for this matter, officers were able to provide immediate protection for the victims as the suspect was arrested as a matter of urgency. He was violent and non-compliant with the police so this quick response by officers trained to use force ensured he was removed from the address effectively and the potential for further harm was removed. As is the case with all investigations, all available information was initially sought to conduct an initial DASH (Domestic Abuse, Stalking and Harassment and Honour Based Violence) risk assessment. This management model is used in all cases of domestic abuse to identify all individuals at risk, the severity of risk and what level of intervention is required (Blackstone's, 2023). Victim accounts combined with extensive database searches and person checks provided a clearer scope of the situation to develop an action plan.

This initial risk assessment however only provides a temporary view of the circumstances and relies on the victim's ability to disclose all relevant information. The mother in this incident reported this matter only due to the involvement of her child, so this raised questions in relation to the extent of the abuse. The high-stress environment also provides potential for previous experiences to be minimised and emotional responses such as fear or shame may prevent a complete disclosure (Kebbell, 2019). It is therefore imperative that dynamic risk assessments are conducted to provide continued protection for vulnerable people by identifying further escalation, risks or needs of the victims that may arise so that early intervention measures can be put into place and prevent repeat victimisation (Ariza, et al., 2016). I have ensured to remain in regular contact with the victims and form a positive relationship with them to build a strong rapport to encourage cooperation with the criminal justice process, offer support and provide effective safeguarding. The police, whilst playing a vital role in addressing safety concerns and enforcing legal measures, cannot fully address the complexity of an ongoing abusive relationship and the social, psychological or financial factors that poses ongoing risks to vulnerable persons. A multi-agency approach is therefore crucial to provide comprehensive support, which I will discuss later in this essay.

Following an initial risk assessment bail conditions were put into place whilst the investigation was ongoing. Due to the requirement for safeguarding prior to any

criminal conviction this measure is not intended to be punitive however sets restrictions with the aim to prevent the accused from absconding, reoffending or interfering with the administration of justice while they remain in the community (Yule, et al., 2023). The conditions imposed were to restrict communication from the offender as well as geographical restrictions preventing the offender from residing at the victims' address and entering their locality.

Bail conditions provide immediate and swift protection for vulnerable individuals, limiting the ability for the offender to commit further offences and can be specifically tailored to the offence, allowing for a more effective protection based on the unique needs of those involved, providing reduced fear and anxiety. The breaching of the imposed conditions can lead to immediate consequences therefore if adhered to can serve as a deterrent which in turn reduces the likelihood of further victimisation. It is not however without its limitations, as this approach relies heavily on the compliance of the offender.

Domestic abuse is not often characterised as a one- off event but encompasses an amalgamation of incidents including harassment, assault and coercive control that unfold over a period of time where the victim is exposed to various forms of harm such as physical, psychological, emotional, sexual and financial (Barrow-Grint, et al., 2022). For these reasons the involvement of a personal relationship raises difficulties in relation to the management of those involved and presents the requirement to involve support agencies to address longer- term psychological damage rather than solely the immediate danger.

The bail conditions in this investigation were not adhered to by the offender months after the start of the investigation, causing distress to the victims. Based on this information I made the decision to amend the bail conditions to expand the exclusion zone following a discussion with the victims which provided reassurance and ensured they felt supported. This was stressful as I was responsible for ensuring their safety, but an effective response was demonstrated. It is therefore evident that although a useful tool in providing a sense of immediate protection, bail conditions are not substantial in isolation to support vulnerable persons and must be

accompanied by other coordinated protective measures to address these limitations (UK Government, 2022).

Due to the domestic nature of this report the victims were understandably concerned about the willingness of the offender to comply with the bail conditions put into place and expressed a reluctance to leave their home. As such, a Community Safety officer was requested to attend the address to provide further safeguarding advice and assistance. Alarms were fitted on the doors and windows at the address, CCTV was installed, and the victims were provided with a personal alarm. Information was also provided in relation to the mobile application, 'HOLLIE GUARD', developed for the purpose of providing reassurance, facilitate contact in emergency situations and capture evidence for vulnerable victims (College of Policing, 2024a).

The victims were grateful for this and reported that these practical measures provided a high level of reassurance and allowed them to feel a sense of control and security, permitting them to play an active part in their protection. There is limited research available in the context of the efficacy of these measures, however it was found that victims of domestic and family crime who were provided with home security and panic alarms experienced a reduction of 78% in repeated incidents of abuse following a review of the 'Bradford Staying Put' crime reduction programme funded by the UK Home Office (Gendera, et al., 2021), indicating a promising statistic.

It is important to note the use of these practical measures have also been criticised, as the responsibility of a victim's safety is placed upon themselves providing an additional burden; and evidence has found that measures such as CCTV can increase anxiety, exacerbate feelings of vulnerability and raise privacy concerns (Maher, et al., 2017). Whilst CCTV surveillance can assist in deterring the offender from committing further offences, personal/ door alarms, whilst beneficial as a response to threats as they occur, are not a preventative measure therefore despite having a positive impact on the victims during this investigation they should be combined with other interventions as part of a broader safety strategy.

Following assessments and due to the nature of the incident the victims were identified to be at high risk and were therefore subjects of a Multi- Agency Risk Assessment Conference (MARAC). This is a process where representatives from both statutory and non- statutory agencies come together to share relevant and proportionate information in relation to those at risk of serious harm from domestic abuse in order for these agencies to identify and develop a specific action plan to reduce risk and increase safety (Safe Lives, 2024). During its early implementation, research demonstrated positive effects of MARAC's for high- risk victims however identified issues relating to the efficacy of information sharing, competing organisational priorities and the fluctuation nature of risk (Davies, et al., 2023). To combat this, MARAC arrangements were re-designed into an on- going process, rather than a singular discussion, focusing on including all key agencies and all members of the process including DA offenders (Davies, et al., 2023). This change was found to be successful to enhance engagement, provide relevant resources in a timely manner as well as address the cause of offending and has since been adopted across the UK (Davies, et al., 2023), however domestic abuse is a challenging issue and consistent collaboration involving continued review is key to enhance victim safety (Davies, 2022).

As a part of this meeting, it was identified that both the mother and her child were suffering from trauma due to their exposure to the abuse. Research has consistently demonstrated that domestic abuse not only physically affects victims but also inflicts significant psychological harm. In 2018-2019, 55.8% of woman survivors in England and Wales responding to the Crime Survey reported sustaining non- physical effects including mental and emotional problems following the abuse, and this number is estimated to be significantly higher as this data does not relate to crimes that have not been reported to the police (Women's Aid, 2023). Children are particularly susceptible to the negative effects of what is known as adverse childhood experiences (ACEs), a collection of potentially traumatic experiences that can cause health problems and limit life opportunities, such as educational attainment and employment (Ports, et al., 2020). Considering these risks, the fact the mother was a repeat victim and the child vulnerable to further harm, it was deemed that the involvement of child protection services as well as direct liaison with social workers was necessary to safeguard the immediate and on- going welfare of the victims.

The rapport and care provided by the external agencies during this investigation was found to be instrumental in addressing the complexity of the issues posed and ensured the victims were prioritised and received proportionate specialised support during a highly distressing and emotional situation through a comprehensive safety plan. The decision was made to place the child on the Child Protection Register and through regular monitoring via home visits the victims' overall safety and wellbeing was consistently reviewed, with any emerging concerns addressed at the earliest opportunity. Involvement from staff at the child's school led to counselling services being provided in an environment he felt safe and protected, allowing him to receive help without requiring the presence of his mother.

The mental health of the mother was a significant concern, and the relationship formed with the social workers was invaluable to provide a further support system to help her develop coping strategies, work through preventive options and build her confidence (Patterson & Swan, 2019). Access was provided to counselling and mental health services which with the help of the social worker assisted to regulate her emotions in response to a distressing situation and a subsequent criminal investigation.

Equally as important, addressing the complex issue of domestic abuse also requires intervention for the offender. This is necessary to address the root cause of the behaviour and prevent repeated offending by means other than deterrents and fear of legal consequences. As part of the safety plan, the offender agreed to take part in behavioural management counselling to assist in recognising harmful patterns of behaviour and learn emotional regulation. The benefits of this behavioural focus have been indicated by the results of the 'Drive Project', an initiative with the intention of reducing the number of victims by changing offender behaviour, which found that a reoffending rate of 98% saw a significant decrease to 36% where behavioural change activity was engaged (College of Policing, 2024b). The offender engaged actively with this process and whilst still early in the process positive behavioural shifts have been noted following assessment.

The success of the multi- agency contribution to safeguard the victims relies on their continued coordination, including from the police. The lack of regular review meetings and monitoring opens the potential for the victims to receive inconsistent support due to only certain aspects of the issue being addressed, creating gaps in care and opening the victims up to vulnerability. Alternatively, if the situation is not appropriately responded to and the needs of the victims are not dynamically assessed, this creates the possibility of potential further distress, limiting engagement from the victims and the ability to prevent repeat victimisation.

In conclusion, supporting vulnerable persons during an investigation and preventing repeat victimisation and offending requires the collaboration of both the police and external agencies for a serious and complex incident. Whilst legal intervention is crucial, this must be enforced consistently and complemented by practical safety measures and support from other organisations to address the root of the problem and prevent further harm.

Word Count: 2199

Task 2

Relevant areas of the National Policing Curriculum:

Conducting Investigations

You should choose an **serious and complex investigation** that you have been involved in **that was of a complex nature**, in which you played a significant role.

Critically evaluate the processes employed in a **complex investigation** you have been involved in, and the fast-track actions that you have utilised.

Evaluate the support you have provided to victims, witnesses, and offenders (where appropriate) during a **complex investigation** and reference the management of your own personal values and attitudes in relation to this.

2000 words (+/- 10%: *include your actual word count at the end of each section*)

Answer:

I am currently investigating a case that began following communication from a different police force of a male suspected to be involved in the possession of indecent images of children residing in our force area. The gravity of the matter meant the priority was to arrest the male immediately to safeguard the vulnerable children involved, prevent further offending and secure the available evidence.

Before attending the male's address, person searches on policing databases were conducted to adequately prepare and assess potential risks. Searches found that the male resided with his two children and his partner which further confirmed the decision to arrest due to his proximity to the vulnerable persons and the potential for harm to them. Consideration was given to the fact that the arrest taking place shortly after the provision of disclosure may lead to a less organised and thorough procedure as less time is available to plan and conduct the arrest strategy, and that the added pressure may lead to mistakes and risks in terms of safety (Spooner & Cooper, 2023). Despite this, the arrest was deemed necessary to safeguard the

children involved and prevent further dissemination of the sexual content. The internet has significantly facilitated the accessibility and sharing of indecent images on a global scale and provides offenders the opportunity to get into contact with victims as well as other individuals who share their sexual interest in children (Aslan & Edelmann, 2014). It has also been suggested that continued exposure to this material may be associated with the later commission of contact sexual offences, (Tejeiro, et al., 2020), so intervention at the earliest opportunity is paramount.

The arrest was carried out efficiently, but careful consideration was required in relation to the management of a variety of factors- it was late in the evening, children were present at the address and the house was large and therefore presented several routes to exit the property. Uniformed officers were consequently requested to attend with us and provide assistance which was beneficial for reducing risk and maintaining control.

My aim was to conduct the arrest discretely and professionally. Upon being informed of the offence I found myself immediately experiencing feeling of intense disgust and shock and had subconsciously concluded that the male must have had an involvement in the offence. This was the first investigation in which I had played a significant role involving children subject to sexual offences and my moral compass and preconceptions clouded my judgement. The severity of the matter made it easy for me to view the suspect as just that, and I quickly realised my role as a police officer and the training I have received have taught me the importance of maintaining an unbiased perspective and allowed me to reflect on various factors that may contribute to an individual committing these offences, and how such allegations may impact them.

The children were asleep on the upper floors of the house, and the suspect and his partner were separated for him to have privacy whilst the circumstances of the arrest were put to him. After ensuring to adopt an objective and fair perspective to ensure the rights of the suspect were respected, I explained the situation calmly and efficiently provided the caution, conducted a person search and escorted the male to the police vehicle whilst explaining the subsequent legal process, and as a result the male was compliant and no force other than handcuffs was required. Had I

maintained my initial mindset it is likely the matter would have escalated due to a negative interaction with the suspect.

I wanted to take into consideration the broader impact of the arrest on all occupants at the address and shield them from unnecessary trauma and distress, especially the children whose developmental psychology can be significantly influenced by early and ongoing family relations and experiences which in turn influences displays of adjustment and functioning later in life (Waite & Ryan, 2020). The children were left undisturbed and did not witness the male being arrested and removed from the address whilst wearing handcuffs which also assisted to prevent escalation by maintaining a calm environment. The suspect's partner however overheard the allegation despite our best efforts to prevent this and was extremely distressed due to concern for the children. Officers contacted the mother of the children and made her aware of the circumstances who then collected the children with the agreement the suspect would not have unsupervised contact with them. Due to the distress of the suspect's partner, I waited with her until family members arrived to provide her with support.

Following his arrest, it became known to me that the suspect was employed as a football coach for persons aged under 18. Due to this position of employment permitting access to vulnerable individuals, I submitted a referral for third party disclosure of relevant information regarding the suspect to his employer to enable risk mitigation measures to be put into place (College of Policing, 2017). This is not a decision I took lightly as disclosure of an offence of this nature prior to a charge or conviction could cause irreparable damage to a person's reputation and career and subsequently their mental health (Huebner, et al., 2019), however the severity of the offence could not be overlooked and ensuring the safety of vulnerable individuals took precedence.

The obtention and subsequent download of the suspect's electronic devices was also a high priority enquiry in this matter. Information provided during disclosure detailed the male was suspected to be sourcing indecent images through a shared online storage account, therefore it was imperative devices were located and examined as a matter of urgency due to the volatility of digital evidence and the ease

at which this evidence can be altered or deleted (Lone & Mir, 2019). This data may also provide opportunities to identify other offenders and demonstrate an ongoing pattern of behaviour rather than an isolated incident (Casey, 2011). Following a search of the address, two mobile devices and a laptop were identified as belonging to the suspect.

The two mobile phones were not password protected, therefore I as a kiosk trained officer conducted the fast-track action of a preliminary examination to identify available evidence prior to the interview. The mobile phone that was reported to not currently be in use by the suspect was found to contain several images of a sexual nature of a young child, of varying levels of severity. It was believed that the images did not originate from the suspects mobile device and so a full download and analysis was required by Digital Media Investigators. This process, even when flagged as high-priority, takes time to complete so it was important that the application which details the data required from the phone was completed as soon as possible and passed onto the relevant department for actioning to ensure the investigation proceeds expeditiously. The need to be proactive and thorough is evidenced by this matter- the absence of this preliminary review would have resulted in key evidence being missed, delays in legal proceedings as the suspect would have required release on conditional bail, and improper implementation of protective measures for victims.

As with prior to the arrest, when it came to interview the suspect, I found it difficult to separate my feelings in relation to the heinous nature of the offence from my professional duties- particularly after images were found on the suspect's mobile phone. A method I have found beneficial throughout my career that I have applied during this investigation is to use cognitive techniques to identify and alter my patterns of thinking that are negatively biased (Davis, et al., 2017) to promote emotional detachment (Lennie, et al., 2020). I took time to step back from the situation and recognise that my way of thinking is based only on how the matter made me feel and not on the facts available to me- I was simplifying the matter to form an opinion rather than analysing the situation objectively (Ackerman, 2018). By shifting my focus from emotional responses to the evidence and implications of the alleged offence, I was better equipped to make clear, rational decisions and create

an environment conducive to effective communication that assisted my engagement with the suspect.

I therefore ensured to prepare thoroughly for the interview and approached the matter with professionalism. The purpose of the interview is to obtain an accurate and reliable account from the suspect (College of Policing, 2022), and this information must be provided on a voluntary basis. When faced with allegations that carry a significant stigma, suspects may feel overwhelmed and be inclined to withhold information or lie due to the legal and social consequences (Hartwig, et al., 2011) so it was important to build a rapport with the male to make him feel at ease and provide him with the confidence to share his account, which in turn encouraged an open conversation where it was possible to walk through his thought processes to assist in identifying the root cause of his behaviour and any further lines of enquiry.

The interview was ultimately successful however there were a few aspects that could have been improved to create a more supportive environment from the beginning. The suspect displayed significant anxiety and panic when the interview began which likely impacted his ability to communicate openly and hindered the flow of information initially (Sammons & Putwain, 2018), making the start of the interview less productive. Upon reflection, I would have taken time prior to the commencement of the video recording to explicitly acknowledge the complexity and severity of the situation in a bid to reduce nervousness by demonstrating empathy and understanding. I believe taking the time for a more thoughtful approach and creating a relaxed environment would have mitigated this obstacle and encouraged a greater level of cooperation and therefore a more efficient interview process with reduced emotional burden on the suspect.

After the conclusion of the interview, I informed the suspect of the support available following confrontation for an offence of this nature as his mental health was a key consideration. He was provided with an information pack for the Lucy Faithfull Foundation, an organisation who work with individuals who have harmed or fear they may harm a child to prevent sexual abuse to children, including by means of the internet (The Lucy Faithfull Foundation, 2020), in an effort to address not only the investigative needs of the offence but also to begin the process of rehabilitation and

preventative intervention. This not only assists the suspect by providing an introduction to the support available but aims to prevent harm by addressing underlying behaviours (Nelson & Baginsky, 2018).

The evidence collected as part of this investigation assisted the other police force from which the report originated to identify and locate the victims and their families and instigate protective measures. The male was remanded in custody and attended court the following morning, where he was subsequently released on conditional court bail with strict conditions put in place to safeguard the victims and other young persons as well as to protect the suspect's own welfare (Crown Prosecution Service, 2023). Due to the seriousness and complexity of this matter and the significant potential for further harm, the swift arrest, phone review, interview and remand of the suspect was crucial to prevent escalation, protect all vulnerable people concerned in this matter and promote rehabilitation. Despite initially struggling to separate my personal views from the nature of the incident I recognised the importance of managing my own emotions as this directly impacts my ability to engage with victims, witnesses and offenders. I was able to detach from the specifics of the offence to respond to incidents effectively and objectively to provide appropriate support to those involved.

Word Count: 1960

Authentication signature:

Please sign to confirm that the work submitted is your own and has not been copied from another:

Signed: SHANNEN FOWLER

Date: 28/10/2024

Bibliography

The bibliography should only include sources referenced within the workbook using the Harvard referencing system. Information about referencing in written assignments and how to avoid plagiarism can be found on Moodle. It is important that you are aware of the importance of ensuring that the work submitted is your original work.

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