



Prifysgol Cymru
Y Drindod Dewi Sant
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BSc (Hons) Professional Police Practice

LEVEL 5 - 40 Credits

Workbook title: Competency Based Workbook 2 (PCDA)

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

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FACULTY OF BUSINESS AND MANAGEMENT PUBLIC SERVICE PROGRAMME

Module title: Professional Police Practice 2 (PCDA) BMPP5000D

Workbook Guidance

Please read these notes carefully; they provide essential information.

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 BSc programme. Essentially, you are being asked to outline your experiential learning based upon your theoretical understanding in a range of operational situations.

- **Wellbeing and Resilience**
- **Decision-making and Discretion**
- **Vulnerability and Risk**
- **Public Protection**
- **Maintaining Professional Standards**
- **Leadership and Team-working**
- **Policing the roads**
- **Information and intelligence**
- **Conducting Investigations**

You may wish to use the same incidents as you've 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 will be provided by university staff as part of your initial training day. Your tutor constable and in-force

training staff will not be involved in assessing or marking your workbook after it has been submitted.

Dates of workbook submission will be made available during the initial training day and posted on Moodle.

Once submitted your workbook will be assessed and marked independently.

Confidentiality

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

- adhere to guidance in the Student Handbook about unfair practice and plagiarism.
- 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 Student 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 very 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 Student 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.***

Guidance:

- *Your workbook must contain the items specified in the table below (clearly identified and in the order given);*
- *You should use this particular document to insert your text / answer within each section of this workbook;*
- *You should upload your completed document as a saved pdf file of this workbook; if this is not possible then a Worddoc 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 5	Individual Learning Plan	1500 equivalent
	Total	8000
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Task 1

Relevant areas of the National Policing Curriculum: Wellbeing and Resilience

Having achieved Independent Patrol Status, **reflect** on the impact of organisation culture within policing on your wellbeing and resilience (organisation change, retaining personal values in a wider organisational culture).

Consider the risks of conforming to organisational culture.

Illustrate your strategies for maintaining wellbeing and resilience.

1250 words (+/- 10%: include your actual word count at the end of each section)

ANSWER:

In this workbook I will be writing about how personality changes could happen to an individual which reflects in their wellbeing and how it has reflected upon myself. Further to that how I have built a resilience to retaining my personal values.

The Canadian journal of psychiatry define resilience as “Fundamentally, resilience refers to positive adaptation, or the ability to maintain or regain mental health, despite experiencing adversity” (Herrman, H., Stewart, D.E., et al) while a journal into mental health nursing states well being is “Psychological well-being is a state of optimal positive psychological functioning that supports an individual’s abilities, skills, and adaptive capacity to overcome challenges over time” (Delgado, C., Roche, M., Fethney, J. and Foster, K., 2021, pp.1234-1247).

The point I am going to aim for in this essay, is that not accepting any change has a bigger detriment on your wellbeing, due to a person needing to change to be in line with organisational choices and restraints. Prior to becoming a Police officer, one’s opinion and values did not have a large impact upon any persons apart from yourself, and during tutorship one’s opinion was heavily swayed by your tutor, where they may be making choices. Once Independent patrol status is obtained you have to start making your own choices but being freshly trained officer, you would not have a broad range of knowledge on how to correctly deal with dynamic situations as every incident can be titled the same as other incidents of the same nature but never the same. This can lead to the organisations culture conflicting with your own opinions which in the long term can affect your wellbeing. (Bamberger, S.G and Vinding et al. (2012).

Organisational structure is values and working relationship of employees and organisation which embodies organisations values, social norms of working in a peculiar organisation including deep beliefs of employees which drives the operation of the business. (Williams, P., 2022., pp.5-22).

The reason for the struggle is that within a professional organisation like the Police force, rules have to be followed, a good example of organisation culture and personal values is the recent law about XL-Bully dogs being banned, one personal value could be that you completely disagree with the ban and actions needed to be taken within the confines of the law such as extinctions of life. But organisational policy states that action must be taken will cause officers to have confliction opinions and bring conflict into teams and management.

The reason this can lead to a detriment is that it could lead to burnout of the individual where your personal values are conflicting with the culture, as stress will be a constant factor which will have a rolling effect as you will constantly be conflictive of the culture, eventually your personal values will be affected and poor decision making will develop. As stated, "Employee burnout can be thought of as a psychological process -a series of attitudinal and emotional reactions -that an employee goes through as a result of job-related and personal experiences." (Jackson, S.E. and Schuler, R.S., (1983) p58-68.). As time goes on this will severely destroy any form of resilience you have gained in your working life and personal life, as the saying goes "taking your work home" as the concept of going home and relaxing will be hard to accomplish, when home is considered a safe space.

However totally conforming to an organisational structure removes the personal experience that a police officer brings to the police service, and can lead to a very monochrome style service as the officer's personality is drained by their dislike of what they become and the incorrect view that the police service is useless. This reflects upon the public as they then view that officer in the incorrect light. (Perkins, M. (2016). pp.113-125). By conforming an officer might become more complacent and start to ignore behaviours that underpins confidence in policing as they have grown accustomed to the culture one known culture is the blue wall of silence, which a culture based around officers protecting one another which is not a taught thing but a culturing influence over officers. (Nolan, T. (2009). pp.250-257).

Trying to maintain one's self, in an organisation where culture plays a large part in your day-to-day life can cause a large amount of stress when your personal values do not always match up to what is required of you. It's important for you to maintain your wellbeing in work and in the home, maintaining your wellbeing in work is important when it comes to challenging situations, one way to start to struggle is not eating correctly. (Colbin, A., 2013). Eating correctly is important as it plays an important role in ensuring the correct vitamins and electrolytes have an important role in brain function and how much energy the body has to function. (Vainik, U., García-García, and Dagher, A., 2019. pp. 2430-2445). By not eating correctly you are putting yourself at risk of being injured, or not being in the correct state of mind which can cause you to take the "easier" routes which are culture based not your own values.

Organisational structure or culture is not always a negative thing in a relation within the police, from experience there is big positives such as comradery when a situation turns dire everyone comes together to get the task completed to ensure persons are safeguarded.

A second method of maintain wellbeing is the correct amount of sleep, as said by the article from science direct "Sleep and stress interact in a bidirectional fashion, sharing multiple pathways that affect the central nervous system (CNS) and metabolism, and may constitute underlying mechanisms responsible in part for the increasing prevalence of metabolic disorders such as obesity and diabetes" (Hirotsu and C., Tufik, S. et al 2015, pp.143-152). So, by having a better sleep you can overall drop your levels of stress, help with your eating habits. This will assist with your daily struggles which includes when you have to make choices which are in line with your values.

My conclusion is that to ensure your stress and wellbeing are not impacted by making choices which may not completely line up with your personal way of thinking, you have to start to eat correctly, while on shift and when you go home at night. To combat your stress and wellbeing being more than an acute amount of pressure one has to consider if they are sleeping properly as incorrect amount of sleep can contribute to higher stress levels, also cause diabetes cause obesity which all because you eat more which involves food lacking the correct nutrients. This all contributes to the final part the resilience with your daily struggles you will always build up some stress however by ensuring you are prepared for what the day brings you will not become overwhelmed and will be able to cope with

acute levels of stress, make good choices, that are for the best for yourself and those who you come into contact with and able to ensure your wellbeing is secured.

Word Count

1177

Task 2

Relevant areas of the National Policing Curriculum: Decision-making and Discretion, Vulnerability and Risk, Public Protection.

You must choose an incident, for example a domestic related incident, and reflect on how you made decisions in complex and unpredictable circumstances using dynamic risk assessment.

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

Evaluate decisions made during the incident and your use (or otherwise) of the National Decision Model. Explain the rationale behind your decisions and your considerations when recording details of the incident. Consider your ethical approach to the decision. Outline the consequences of your decision making.

1750 words (+/- 10%: *include your actual word count at the end of each section*)

ANSWER:

In this essay I will be writing about an incident where I have attended and had to take into consideration complex and unpredictable circumstances, I will be using an incident which is domestic in origins. This incident involved an Ex-partner who has turned up to an address where the victim and her daughter were situated, with social services child protection in place, the offences taken place inside the home are "Section 39 Criminal Justice Act 1988" assault by beating x2, "Section 1 Criminal Damage Act 1971" criminal damage and "Section 7 Theft Act 1968" theft of a mobile.

Upon arrival at the incident a female was situated outside a shop, in a distressed way, I have gone into the shop to see if there were any witnesses, upon entering the shop I have discovered that a 4-year-old female was also involved in the incident. The first stage of police officers' attendance is to gather information and use any previous intelligence to make initial decisions upon arrival, on this opportunity I have attempted to gather as much information as I could obtain so I can make a decision based on the victim's disclosure.

The NDM is a model used on a daily basis by police officers or staff within the policing family with 6 separate elements to it with the police of ethics at its core. "Gather information and intelligence", "Assess threat and risk and develop a working strategy" "consider powers and policy", "identify options and contingencies" "take action and review what happened". It is a model which is used to make decisions based around the 5 elements with the 6 being code of ethics being taking into account at every stage (College of Policing ,2014)

The importance of information gathering, is due to incorrect information can heavily influence your decisions and outcomes, and how you move forward onto the next stage of the National Decision

Model (NDM). A book on the subject describes it as “Plunging in - Here, we beginning to gather information and reach conclusion without first taking a few minutes to think about the crux of issue you’re facing or to think through how we believe decisions like this one should be made.” (Russo, J.E., Schoemaker, P.J. and Russo, E.J., 1989). Making a decision without having the full facts could lead to an officer making an incorrect decision which can place victims at risk or even incorrectly deal with a suspect or could cause evidence to be lost which could lead to identifying a suspect. Due to this I believe this is one of the most important parts of the NDM.

With the information that was gathered I had to next assess any threats that occurred the male suspect has fled from the victim’s home; past the shop she is currently at and into some houses located nearby. As such the decision was made to call for additional units, place the victim and her daughter into the police vehicle whilst we attended the address to locate the suspect as the information gathered stated that he has no fixed abode and could disappear if not located. The decision is to normally get the victim to place of safety however the information provided by the victim that the suspect was in a nearby home would eliminate any safe guarding issues, and would allow officers to recover the victims phone which was stolen during the domestic incident which would further protect the victim as they then had access to a mobile. Safeguarding should be the primary goal of all police officers as domestic violence victims have been potentially in a cycle of abuse which they cannot escape from. (Brimicombe, A.J., 2018. pp.150-164). The consideration was that if we located the suspect and arrest him the victim will feel at ease and we could take the statement from the victim in a lot more relaxed way.

The next part which is being considered is the police powers and policy’s, the policy within South Wales Police is that all actions must be positive to ensure safety for all those involved (HMIC 2014). The main consideration myself and colleagues had to take into account which powers we had at our disposal, upon attending to the address given by the victim due to the crimes committed would amount to indictable the consideration of forceful entry thought off. Upon attending the address officers have conversed with an occupant inside the address who has been convinced for us to enter the property without use of force. This is important as forcing entry into a property is the last resort as other ways and means should be used. The second thought would be the arrest if the male is found inside the address, as this is a domestic violence the likelihood the male would return to the home address causing further harm or more serious harm, and damage the need to arrest the male and take him to custody was needed. This would allow the victim to be safeguarded, gaining access to victim support services and intervention by the criminal justice system on the suspect would be achieved. I would consider this a mandatory arrest as it has increased risk which is taken from an article by D Eitle. (Eitle, D., 2005. pp.573-597).

Due to the limit number of witnesses available to us at the time, and the suspect not being found within the known address, with the number of actions that were still outstanding, the decision was made that the suspect will be classed as a priority suspect and for officers to safeguard the victim temporary until the suspect is arrested. This will allow officers time to obtain statements, and obtain better understanding of the situation, also allow outside agencies to implement safety measures on this occasion an Independent Domestic Violence Advisors (IDVA) (Taylor-Dunn, H. and Erol, R., 2023) had been assigned to the victim given her a temporary phone. Due to the small number of options available to us as the suspect was outstanding there was not much contingencies available.

The final step of the NDM is to take action and review, on this occasion the suspect was placed on a document for wanted suspects with all completed actions placed onto the log and a comprehensive list of outstanding actions to be completed prior to the suspect being arrested or to be completed at the time of arrest. Part of the outstanding actions was at the time of arrest to perform a Section 32 Police and Criminal Evidence Act 1984 search of the premises for the mobile phone that was taken from the victim's address however upon arrest the arresting officer stated at the time there was persons inside the address being obstructive and as such no search was completed. Upon the start of tour of duty, I was informed that the suspect had been arrested prior to me starting. I have looked at the occurrence and made decisions of actions needing to be completed prior to being submitted to CPS. I have taken note that the mobile phone was still outstanding, I have completed a rationale and submitted to my inspector for him to consider authorising a Section 18 Police and Criminal Evidence Act 1984 search of the address, however the address in question was not the suspects immediate address however his brothers, which under section 18 PACE states a premises occupied or controlled by a person under arrest. However, due to the information and intelligence gathered at an early point of the investigation I knew that the suspect has been occupying the address for a time by sleeping on his brother's sofa and not merely hiding at the address from police. I have attended the address with other officers spoken to the brother within in the address explaining the situation, however he has willingly given the phone to officers through an open window.

Upon returning to the station, I have looked at the outstanding action list that needed to be completed prior to interviewing and making a decision on the suspect, three important actions we unable to be performed at the time of night 2 being discloser statements and CCTV download from the shop. As these actions were important to perform a nonbiased investigation the suspect was given an opportunity for rest prior to being interview.

I believe it was important for all outstanding actions to be completed to ensure that the correct actions can be taken, as I believed if the suspect was released under bail harm could happen to the victim and her daughter. All my decisions and actions were passed to my sergeant for him to decide his rationale on my actions and decisions, it has been decided that the actions I have suggested are the best for the investigation and the safeguarding of victim. The results of my decisions have been the suspect has now been remanded into a custodial remand until his future court date, with the help and support of other officers who have aided in obtaining key information and actions.

Upon the completion of the investigation, I will review the incident from start to end, I believe my initial actions at the scene were correct for the limited information provided to me, however I believe obtaining key information from potential witnesses of disclosure and any CCTV enquires would have been an action I should have done at an early opportunity as it was a key point of delaying the investigation. I think the key information shared to partner agencies was important in ensuring safe guarding was put in place for the victim and her daughter. There was a point during the investigation I have done a lot of actions the wrong way around resulting in me having to submit multiple police statements to correct any information submitted as key items were seized or evidence gathered which were incorrectly named.

The conclusion is that I believe it have performed in this investigation to the best of my knowledge and ability I have done this considering the Code of Ethics which is a centre point of the NDM, done in an ethical way to ensure an unbiased investigation and point out anything that could help support the defence, I have ensured the victim and her daughter were correctly safeguarded, and the investigation to be completed to submit to CPS ensuring a charging decision.

Word Count
1725

Task 3

Relevant areas of the National Policing Curriculum: Maintaining Professional Standards, Leadership and Team-working

Evaluate theories of team dynamics as a means of developing team cohesion (reasons why some teams cannot function, theories and models relating to team dynamics, ways to improve team cohesion).

Consider why inter-personal conflict can occur within a team and outline what strategies can be adopted to enhance individual and team performance.

Consider how team dynamics within the police service can result in failing to comply with professional standards requirements (Code of Ethics, policies, procedures, protocols or legislation).

1750 words (+/- 10%: include your actual word count at the end of each section)

ANSWER:

In this essay I will be writing about how team dynamics affect the development of team cohesion, why some teams can't function, and the theories behind why they don't function, and what can help improve team cohesions. Also, theories why personal conflicts can happen within a team and what can be done to improve the individual and team performance.

The best place to start is understanding what group dynamics is "The term "group dynamics" refers to the interactions between people who are talking together in a group setting" (Nazzaro, A.M. and Strazzabosco, J., 2009). The point being that if one was to sit, watch and listen to any scenario of a group discussion there will be noticeable patterns occurring within that group, sometimes with protentional titles depending on their actions, some will shift into a quiet person, others who interrupt others, some who want to skip that particular conversion and move onto the next (Nazzaro, A.M. and Strazzabosco, J., 2009). The reason why teams can't functions compared to the relative past, is because where teams were once the same every day, doing the same tasks, speaking the same "language" with no differences now teams are shifted onto project teams, each person with different level of expertise doing different tasks at different rates (Robbins, H. and Finley, M., 2000).

This reflects perfectly on the police, as an example a team of 10 officers all could be doing different work, or tasks where some officers have the potential to be finishing late and some officers finishing on time. There are also intraorganizational teams which rely on other teams completing their functions correctly prior to tasks or work being passed on the next team. This can cause extreme levels of interdepartmental arguments as a team has passed on "rubbish" to the next team or when intrateam arguments occurred over the perceived lack of co-workers appearing to be working. When there is a break down in team dynamics and cohesion it can put victims of crime at risk as lack of teamwork and communication could cause crucial information to be lost or correctly communicated it can also lead a team divide not to care about what the other person is doing or involved in and be unwilling to the best for victim as it helping a person who they dislike.

There are theories that state individual personalities are all related to team personalities however when individuals interact with contextual and situational based moments, it all combines into a team personality is greater than sum of all the individual personalities. This all combines into the theory that this all interacts with one another which creates a cycle of events, teamwork and effectiveness when they perform tasks which are not a regular task, its extremely complex, important and unpredictable. (Gardner, S.D. and Quigley, N.R., 2015. pp.364-384.)

The main reason for inter-personal relationships effecting team performance and dynamics is stated by Daniel J Canary as "To the extent people are incompatible, conflict is inevitable (Deutsch, 1973), and people are incompatible—people differ in their needs, beliefs, goals, and behaviours. Ironically, incompatibility increases as people become more interdependent". Canary goes on to say unless every situation the beliefs goals and behaviour are identical, the only way to be productive is the use of conflict management, whereby the individual take moments to reflect upon the moment, however when the individual work in an environment which is oppressive, has regular outburst of violence the use of reflecting will be hard to achieve. (Canary, D.J., 2003).

One method of improving team and individual performance, is through the method of interdisciplinary approach, by having many "teachers" enhancing understanding of different disciplines or working towards improving communication skills. This allows values of different persons to be reflected upon the student allowing a broad range of opinions not one opinion of persons whose has learnt bad habits throughout the years. However, one disadvantage ofenv this method is that it can create confusion when there is more than one person teaching topics who may have their own opinions of another's teaching methods, it takes more time to create a curriculum ready for the next year. Another issue is when some topics may become intertwined with another topic which may be taught by separate persons. (Jones, C., 2010. p.26)

Another method of improving teamwork and performance is to correctly teach and implement how to correctly communicate with one another, a study into health care professionals showed that "A number of preliminary studies suggest that team members (surgeon, nurse, critical care physician, and anaesthesiologist) may have differing perceptions of the quality of communication in their shared work environments." (Murray, D. and Enarson, C., 2007. pp.895-896.). A study of pilots in the aviation industry states that communication has always been a suggested area which is critical in all aspects of human interactions. It is essential for organisational and managerial performance to succeed in forms of work, as its aides in effective decision-making in aviation communication as stated by Paul D. Krivonos "The overall objective is to prevent accidents through improved communication in air carrier operations, and keep safety at the highest possible level" (Lyndon, A., 2006. pp.538-546). Communication does not need to be within a team but the overall organisation when it comes to priorities or goals and values that the organisation wishes to push incorrectly distributing the information can cause confusion which can lead to teams breaking down as one team is acting on new information and the old team using the old methods.

The main strategy to prevent an environment encouraging inter-relationship arguments causing a break down in team coherence is a workplace system which encourages teams to have opportunities to reflect upon actions and to allow conversation around issues teams have with one another or be the voice of reason and to listen to issues teams have and convey them to the

appropriate person. A good team manager who understands what their team is currently dealing with and anticipating a problem before it arises can assist in reducing opportunities for personalities to clash and communicating to their team what the plan of action is. (Hirsch, P.L. and McKenna, A.F., 2008. p.377)

Team dynamics can have a massive impact on the police service, as cliques can form within a team or department which can result in drop in professional standards. This is due to officers who have an idea what justice means, will act in a way and manner called a mob mentality which encourages each other to act without thinking or risk of repercussions as they can collude ensuring all mistakes are tidied up or hidden. (Bogdan, R., 2012.). Mob mentality can blind those who are acting within their own team interpreting the code of ethics (College of Policing 2014) in a way, that bends it to their goals and values and without a team dynamic keeping each other in check can result in the abuse of powers to achieve one's goal. The mentality of mobs within a team can reflect upon the team as a whole, or a department or a BCU into distribute, officers are encouraged to support one and another however when a team is split into two there is almost one team against another where one team follows procedures and one who does not or abuses the procedures. This includes legislation as some laws have a bit of interpretation within the laws and officers have their own discretion when acting upon those laws.

The recent investigation by Baroness Casey after the events of Sarah Everard when she was abducted raped and murdered by a serving Metropolitan Police (MET) officer (Cox, M. (2023). The investigation looked into all aspects of the MET, ranging from speaking the public to employees and officers. It built the conclusion that the met no longer police with consent (Morgan, R., 2023). As a high number of the public have a very poor view of the police, whereby a lot of the black officers and civilians felt racism was rife within the MET, those of LGBTQ+ backgrounds found they were bullied by other staff and officers. This supports the idea of mob mentality as there is a clear mentality that no one will report, challenge or question the actions of others out fear of themselves being targeted or just going with the flow and joining in. (Baroness Casey of Blackstock DBE CB, 2023).

Mob mentality within the police service can be negative, but it can also be a positive thing, there is no greater feeling then when a group of persons who all have a common goal of saving lives, and helping people work together with one common goal. This in a stark contrast to me earlier opinion of it leading to bullying and questionable actions to meet a goal.

The conclusion to this task is that Team dynamics is an everchanging part of any organisation being a shop assistant all the way to police and aviation, it is the methods used by those who manage the organisation to ensure the environment is a safe place for any form of discussion or reflection among peers to ensure any intrateam divisions do not form which forms the basis for good communication and interdepartmental arguments with good communication can help problems before they become problems. Through the use of interdisciplinary teaching ensures the correct teacher is teaching knowledge they understand so that all persons are not receiving the knowledge and information from different sources who may have their own values or intentions, and they can focus on ensuring they know the knowledge inside and out. An organisation who promotes its current values and goals to the whole organisation ensuring all persons are aware of new policies and procedures ensures the workforce are one unified team giving the best service to victims and victims family's.

Word Count 1634

Task 4

Relevant areas of the National Policing Curriculum:

Policing the roads, information and intelligence and conducting investigations.

Explain how information and intelligence can be used in the disruption of the more prevalent criminal activity (e.g. drug smuggling, human trafficking, child sexual exploitation, counterfeit goods, organised crime groups and 'county lines') by effective policing of the roads.

Outline how ANPR can be used as investigative resource when disrupting criminal activity.

1750 words (+/- 10%: *include your actual word count at the end of each section*)

ANSWER:

In this essay I will talking about how information and intelligence can be used by police and partner agencies to cause large disruption to organised crime groups, using the system ANPR (Automatic Number Plate Recognition) which uses strategically placed cameras through the United Kingdom. ANPR enables road policing teams to have information at their finger tips regarding movements of vehicles of concern. (Gravenor, N. and Adedoyin, F.F., 2023)

The information and intelligence police hold are built upon hard work and commitment from all police forces within the United Kingdom, it allows a large database of vehicles with its currently tax, insurance, and any intelligence marks to be placed upon them. By collecting information through different channels such as undercover work, plain clothed officers or just from the general public police can filter all information received and turn it into workable intelligence.

Using the 3x5x2 intelligence model (Storey, S.G., 2022) this allows officers in roles of intelligence gathering to filter out what can be considered good information from bad information. This process is called National intelligence Model (NIM) this a system used by all police forces in the United Kingdom ensuring everything is filtered the same way. Early implementation of NIM lasted 21 months when it has been implemented in all Home Office forces three quarters of forces were classed as green in terms of structure within intelligence units, with a strong improvement on strategic assessments. (John, T. and Maguire, M., 2004).

3x5x2 is a model used by categorising how intelligence is processed ensuring the end user of that intelligence understands where it has come from, how reliable the information is and the usefulness behind it. (James, A., 2016.) The development of the NIM was due largely to forces not correctly disseminating, storing, or developing intelligence with the development of the NIM it allowed for evidence-based policing, and for information and intelligence to be passed between forces without confusion as a standard in storage was implement with NIM. (Keay, S. and Kirby, 2018)

By having an intelligence model and intelligence unit working in harmony this allowed intelligence to be disseminated in way that all forces understood what is being provided and if the intelligence had any merit, as its worthiness is predetermined by officers. Modern day organised crime gangs have

many methods of moving around moving between forces which previously was not an issue as there was a lack of communication between forces with the implementation of ANPR and Police National Computer. ANPR has been linked with the Police National Computer (PNC) allowed forces to place their own alerts into the system and as each force has control over its own cameras in its "patch", it would trigger an alert for that force saying a particular vehicle has entered the area with the reason it has triggered. (Sidhu, B., Barnes, et al, 2017)

ANPR also allows forces to review movements of vehicles at a time of day, to see if a vehicle was in an area at the time of a crime being committed. This is particularly helpful in catching movements of Organised Crime Groups (OCG) (Bright, D. and Whelan, C., 2020) if intelligence is lacking but information on movement times was available. If a vehicle may have been spotted at one place, but also spotted in a second place at the same time it could help catch vehicles who are using cloned plates, so if a person report receiving tickets from a town, they never visited police could investigate movements of that second vehicle to the victim's actual whereabouts. This allows for a bigger picture to be drawn from small snippets of information that would be useless unless it's observed in its bigger form. (Gurney, R., Rhead, et al 2012, October. pp. 331-337).

By using ANPR police forces can decide if they wish to use overt or covert tactics, whereby covert is when police use a method which are not acknowledged or displayed allowed forces to track movements without showing persons of concern they are being tracked. Whereas overt a marked police vehicle pursues a criminal/OCG, go to their home address of associates and family asking questions.

The effectiveness of ANPR stems from the fact the cameras are placed throughout the country, unmarked and unrecognised for its purpose, ANPR are also placed in certain police vehicles, notable road policing vehicles who job is to constantly be on the move. Through ANPR over 11 billion detections have been triggered of illegal vehicles using motorways and other large roads, assisting in burglary's supplying drugs, domestic violence and car crime. The main concern with ANPR is that it moves crimes to areas which are less technologically advanced allowing for no information or intelligence to be passed regarding OCG whereabouts in those areas (Rogers, C. and Scally, E.J. (2018), pp. 100-110.).

ANPR also is a major factor as it is constantly active throughout the country, whereby road policing vehicles or response vehicles do not need to risk lives by potentially spooking vehicles into chases and strategically place themselves in front of the vehicle when it passes. ANPR has had many success stories as of recent Northamptonshire has implemented its "Ring of Steel" within the first 8 months of its use resulted in 340 arrests, 627 vehicle seizures, and 1026 traffic offences. (Bagley, 2021).

ANPR is the tool of choice for a department typically named Road Policing Unit (RPU), due to the role of RPU being to police Britain's Roads they have quick access to respond to ANPR activations using enhanced driving skills this has led to RPU having great success within Greater Manchester Police to locate a stolen vehicle resulting in the persons being caught and the vehicle being returned to owner, a second story a suicidal male was picked up traveling on a main road allowing officers to safely locate and support the male. (Mundie, 2023)

Road policing is an effective tool against criminals and OCG by other methods by having supreme knowledge of traffic offences, of knowledge of vehicles and locations, they can disrupt them. One

example is when two drug dealers undertook police on the M6 hard shoulder, resulting in a vehicle pursuit when the male were located, they had up to £100,000 worth of cocaine in their vehicle with a further £500,000 worth of cocaine in their rucksack. (Crace, 2021)

Essex police have had their own success story within their Road policing units in 2023 during a three-day period using intelligence and information mixed with good roads policing they managed to arrest ten people with 70% being arrested for thefts of vehicles or using cloned plates, which can be forensically examined and returned to their owners. (Essex Police, 2023).

Due to the demands and the success with RPU, the National Police Chiefs Council which are a council of police chiefs from the across the United Kingdom and overseas territory, have developed a working partnership called National Roads Policing Strategy (NRPS) which will run from 2022 to 2025. The aim of the NRPS is preventing harm and saving lives, tackling crime, driving technology and innovation and changing minds, its intended to this do as a large cooperation between all forces of the NPCC by sharing technology and innovation which includes the United Kingdom wide access to the ANPR system. By tackling traffic offences which can lead towards criminal offences, or interrupting more serious offenders. Another goal of the NRPS is to change minds of the public and or organisations that use the roads to improve their driving skills, drive safety lowering casualties. (NPCC, 2022)

RPU isn't just to catch criminals to ensure the road network is a safe place for everyone both police, civilians and enterprises. However, when a time come where a death has occurred or a risk to life RPU is the forefront of investigations utilising methods and technology developed thorough the National Roads Policing Strategy. (McGrath, R., 2020) (College of policing 2023). This allows forces to have primary training around certain aspects and to become a lead in that particular skill, loaning those skills to other forces.

Gwent police one of the 4 Welsh forces are the lead into crash investigation, using all the tools given and methods developed through the NPCC and Roads policing strategy, have solved a teen's death, through examination of debris at the road they have managed to identify the car responsible for the death, by using ANPR, and connections to other forces have managed to track down the location of the vehicle identify the driver at the time leading to the arrest of the suspect, given the family some closure on what caused the death of their son. (Abergavenny Chronicle, 2023)

My conclusion ANPR helps police in dealing with OCG, but having a constant tracking placed throughout the United Kingdom tracking vehicles of concerns what their area of movement is for a particular vehicle. Road's policing is no simple task and is not always up to date or factually correct as systems do take time to update causing false positives. I believe it may not help take down the OCG but help officers build a picture which can lead to intelligence that can acted upon for purposes of warrants or reactive police operations. RPU also contributes to policing through their constant efforts along British roads catching criminals through intelligence such as ANPR, but also through stopping vehicles identifying drivers, seizing vehicles due to lack of insurance therefore stopping the potential movement of persons or groups. Though partnerships between forces it allows for a very effective road policing network.

Word Count 1586

Task 5

Individual Learning Plan

The second learning outcome identified in the accompanying module descriptor (BMPP 5000D) asks that you create an individual learning plan to meet your identified needs through reflection upon your continuing practice. This shows confidence in your ability to manage your own learning in response to evolving circumstances in the workplace.

This task differs from the PDPs that you have completed in your previous workbooks in that this learning plan allows you to assess what level you believe you are in key knowledge, skills and experience against where you believe you (and the force) consider you should be – now and in the coming 6 to 12 months of your placement. This should then be used to target future development need.

1500 words equivalent. Please note that this is not the actual number of words used in completing the table, the count reflects the thought and research behind it.

It will count towards the overall equivalent word count of 8000 words expected from this module.

ANSWER:

Knowledge, Skills and Experience Assessment

	REQUIRED			RATING			DEVELOPMENT NEED
KNOWLEDGE To improve my knowledge around recent changes to DV related offences. What actions are important at the beginning of a serious investigation to ensure it can be completed promptly.	Low 1-4	Med 5-7	High 8-10	Low 1-4	Med 5-7	High 8-10	To look up changes to legislation which have taken place after entering deployment stage and commencing IPS. To learn and implement golden hour principles of an investigation to allow for a prompt and effective investigation. To enquire from others what a potential action is needed to ensure GH principles are completed.

SKILLS Obtain training in the use of method of entry equipment to allow for more independent actions to be taken, not tying addition resources. Get a better understanding of case files in relation to sending to CPS to ensure a prompt and effective decision is made.	Low 1-4	Med 5-7	High 8-10	Low 1-4	Med 5-7	High 8-10	To attend a force physical training day in the correct use of method of entry equipment to allow for safe use. To spend time within the HUB which does daily file progressions to upskill myself in submitting files to CPS for decisions and send the file to court
EXPERIENCE Spend time on other departments which specialise in public protection to get a better understanding in how safeguarding works within South Wales Police	Low 1-4	Med 5-7	High 8-10	Low 1-4	Med 5-7	High 8-10	To apply for training days within the public protection area of South Wales Police to upskill.

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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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