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BSc (Hons) Professional Police Practice

LEVEL 5 - 40 Credits

Workbook title: Competency Based Workbook 2 (Resit) (PCDA)

**(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 2 (PCDA)

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;*

Contents

Workbook	Area of Professional Practice	Word count
Task 1	Wellbeing and Resilience	1250
Task 2	Evidence based policing Research Methods and Skills Decision-making and Discretion	1750
Task 3	Vulnerability and Risk	1750
Task 4	Conducting investigations Information and intelligence	1750
Task 5	Individual Learning Plan	1500 Equivalent
	Total	8000
	Bibliography	

Task 1

Relevant areas of the National Policing Curriculum:

Guidance:

Consider and reflect on the impact of organisational justice on yourself as a member of the police service. (Code of Ethics)

Consider the steps that your organisation is taking to raise ethical standards.

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

ANSWER:

Organisational justice refers to perceptions of fairness within the workplace, this in turn influences how employees, including that of police officers in the concept of being employees, view their treatment by their organisation. This concept encompasses three main dimensions: procedural justice (fairness in processes and decision-making), distributive justice (fairness in the distribution of resources and outcomes), and interactional justice (the quality of interpersonal treatment during organisational processes) (Institute for Employment Studies, 2023). In policing, organisational justice is crucial because it shapes the attitudes and the behaviours of officers, ultimately in turn affecting public trust and the organisational legitimacy (HMICFRS, 2023).

Organisational fairness plays a role in policing that goes beyond just internal operations (College of Policing, 2022). The College highlighted that officers tend to demonstrate ethical conduct and adhere to policies when they view their organisation, as just, improve on ethical behaviours and turn treat the public respectfully. The values of the Code of Ethics from the college of Policing emphasise the importance on Honesty and Respect. This link between fairness and respect in the context of organisational justice shows the importance of treating officers within the organisation with and in turn will bolster relations with the interactions that they have with the community (College Of Policing Report, 2024).

An example of this organisational fairness could be where an officer faces disciplinary action for an error of some degree. If the disciplinary process is transparent to the officer in question and those involved, follows established rules, and allows for a fair review should the officer feel that it had been un-just, the officer is more likely to accept the outcome and learn from the experience. By following processes such as this, this will then build trust if adhered to and reinforce a culture of accountability for all areas of the organisation (College of Policing, 2022).

Additionally, the influence of organisational justice does not only remain 'in house' with a organisation, but equally extends to how officers interact with the public. Research has indicated that police officers who receive fair treatment, within their department are more inclined to interact with the public with respect, fairness, and empathy (Institute for Employment Studies, 2023). This reflects the concept of procedural justice in public

encounters and interactions, where officers' behaviour affects public' perceptions of police legitimacy (HMICFRS, 2023).

The Code of Ethics, introduced by the College of Policing, serves as a framework for ethical behaviour and values within the police service in England and Wales. Albeit the code of ethics was recently changed in 2024 with the amended principles of Courage, Public Service and Respect and Empathy, the core principles still exist guiding officers during daily encounters and interactions. The code continues to emphasise the original principles such as honesty, integrity, fairness, and respect, and sets standards that all officers are expected to uphold (College of Policing, 2024). The correlation between organisational justice and the Code of Ethics is strong. As when an organisation tends to treat its Officer/Employees fairly, adherence to ethical standards typically follows ensuring accountability and a mutual respect of sorts.

An example of an ethical dilemma and Justice can coincide with an officer observing a colleague behaving unethically. The Code of Ethics obliges the observing officer to report the misconduct honestly and without bias. Should the process be perceived as fair by the Officer with, clear and transparent protocols and protections against retaliation, the reporting officer is more likely to trust the system and come forward. This strengthens a culture of accountability that the College of Policing strives for police forces plant and reinforces ethical behaviour involved (College of Policing, 2022). However, should the reporting protocol be unclear, biased or punitive in any way, it could discourage reporting which then weakens the overall organisations ethical standards.

To ensure and continually promote adherence to the Colleges Code of Ethics, Police Force's must provide consistent support that remains in date with current affairs. Research indicates that when officers are given tools and necessary support to address ethical dilemmas, they are more likely to act with integrity and make decisions that align with organisational values (Hough et al., 2010). For instance, hosting regular training sessions on ethical decision-making helps reinforce the principles of the Code of Ethics and encourage officers to reflect on their actions and better understand the concepts that the College of Policing expects of them as well as the wider organisation.

Additionally, the relationship between organisational justice and adherence to the Code of Ethics equally finds itself in the handling of disciplinary matters. Open and fair disciplinary processes that are applied consistently, show that the organisation is dedicated to ensuring all individuals are held responsible, for their actions without favouritism, rank or status within the organisation.

If a police officer is accused of wrongdoing during an encounter and the disciplinary procedure is conducted, according to the rules, with transparency and an opportunity for the accused officer to present their side of the story. Then it helps build trust in the system and upholds a sense of fairness and justice. Adopting such an approach showcases a dedication, to both equity and answerability. Principles outlined in the Code of Ethics. On

the side. A partial or inconsistent process can breed feelings of bitterness. Doubt that may jeopardise the credibility of organisational norms (HMICFRS, 2023).

Police departments have a duty to maintain and enhance practices within their ranks by promoting a culture surrounded around fairness, dignity, and honesty. This dedication is closely tied to the concepts of fairness as officers who view their department as just and open are inclined to behave in their roles and engagements, with the community (College of Policing, 2014). Creating a culture of standards involves more, than having clear rules and guidelines; it also requires taking concrete steps to promote ethical conduct throughout every level of the organisation.

One key approach to improving ethical standards is via comprehensive training and education. Many police forces do already implement regular workshops focused on ethical decision-making, conflict resolution, and navigating complex moral dilemmas (College of Policing, 2022). These training sessions help officers develop a stronger understanding of the ethical expectations outlined in the Code of Ethics and provide practical strategies that can be implemented into daily duties of that of a police officer.

Ultimately the concept of fairness, within an organisation plays a role, in influencing the behaviour and mindset of police officers when integrity, transparency and responsibility are integrated into the system. When these principles are upheld and adhered to officers tend to behave treat the community with dignity and truthfulness and provide the quality service that society anticipates from its Police Force. This alignment with the Code of Ethics ensures a cohesive approach to upholding high standards both internally and in interactions with the community. Thinking about how organisational fairness has affected my experience has shown me its impact, on motivation, trust and professional behaviour.

Moreover, for police forces to raise and uphold ethical standards while fostering a culture that reflects these values, ongoing training, clear disciplinary measures, and open channels of communication are essential. Should police forces allow these areas to fall short and allow officers to believe that they are unsafe to report ethical dilemmas and ignored by lack of change on policy then this in turn will only allow the organisational justice culture to weaken and ultimately spiral further.

In essence the concept of fairness and accountability, within the police force significantly influences how officers behave and their attitudes. When fairness, transparency and accountability form the values of police officers tend to uphold standards and interact with the public in a respectful and honest manner.

Word: 1269

Task 2

Relevant areas of the National Policing Curriculum: Evidence based policing, Research Methods and Skills, Decision-making and Discretion

You must choose **a policing incident**, involving a partnership approach which you played a significant role with an offender/service user/victim and reflect on what happened.

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

What options did you consider when adopting a multi-agency approach?

How did you decide on the most appropriate option to mitigate or resolve the problem and how did you evaluate the available evidence?

Justify your intervention and highlight potential consequences.

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

ANSWER:

This reflection centres on a domestic abuse case that required a multi-agency response to ensure the safety of the victim and address the offender's behaviour. In the course of this incident my role enabled me to safeguard the victim's safety by organising a multiagency approach whilst equally being mindful of my responsibilities to deal with the perpetrator's behaviour. My role additionally gave me a key position whereby I could liaise between partner agencies such as social services, health/welfare, and local domestic abuse support organisations.

During this incident I relied on my knowledge the Domestic Abuse Act 2021, as it provides a robust basis for protecting victims and preventing further harm, emphasising on coercive control as serious offenses against victims of Domestic Abuse (Gov.uk, 2021). The Police and Criminal Evidence Act 1984 (PACE) guided lawful procedures during our intervention, ensuring the offender's rights were respected while safeguarding the victim (Home Office, 2018). Additionally, Social Initiatives aimed at preventing domestic abuse highlighted the necessity for multiagency intervention approach (College of Policing, 2020).

A curve ball to this incident came in the form of cultural, ethnic, and language barriers that required additional consideration on our approach due to the involved being Romanian nationals with a limited proficiency in speaking and understanding English. Due to this an interpreter was required to facilitate the ease of communication between myself and those involved. Additionally, the use of Police Community Support Officers with continued insight into the family provided me with an easier time being introduced, that in turn mitigated

potential barriers, ensuring that the victim felt understood and supported throughout the process.

This domestic abuse case presented a challenging issue involving significant risks to the victim's safety and wellbeing. The victim who was that of a Romanian national had a very minimal proficiency in the English language. Police received via a third hand party report from a friend / family member of the victim, a report that stated that she had been experiencing physical and psychological abuse by her husband. The ongoing situation highlighted a urgent intervention required due to the relationship worsening between her and her husband.

The social impact of this incident provided a number of possible consequences that came into to my considerations. Domestic abuse can have long-term effects on victims, including psychological trauma, physical injury, and social isolation (Women's Aid, 2020). In this case, the victims lack of proficiency in speaking and understanding English brought further concerns of the isolation. This was only exacerbated further due to her living in a area primarily surrounded by Welsh nationals. This to me brought concerns surrounding that she would have to heavily rely on her Romanian speaking family members due to her being unable to access certain services on her own.

The Domestic Abuse Act of 2021 established a framework to protect the victim and safeguard controlling actions, by the perpetrator (Gov.uk, 2021). Under PACE 1984, legal processes had to be strictly adhered to during interactions with the offender to ensure their rights were upheld, while protective measures for the victim were prioritised (Home Office, 2018).

To address this case involving a Romanian victim with limited English proficiency, the requirement for a multiagency approach became even more important. The approach involving a multi levelled approach allowed partner agencies to effectively communicate with one another in a way that would bring the options on offer from all departments. These options aimed to ensure the victim's safety no matter on what approach was decided, hold the offender accountable, and promote long term solutions for reducing the risk of further abuse.

The first option involved victim support and safeguarding measures, such as placing the victim in a refuge negating her being concerns in the prospect of homelessness or providing her in the catchment of an independent domestic violence advisor services (IDVA). Albeit the IDVA would offer immediate protection and emotional support, the significance of The Domestic Act allows emphasis on victim protection through such services, which are designed to provide emergency and long-term support (Gov.uk, 2021). Albeit the concepts above being effective in providing her safety it came with its limitations as due to the victim's language barrier required consistent interpreter support, which posed challenges in both accessibility and timeliness (Women's Aid, 2020).

Another option was the multi-agency risk assessment conferences (MARACs). These multi-agency conferences bring together police, social services, healthcare, and other various community organisations to create comprehensive safety plan for the victim in question. Equally Domestic Violence Protection Orders (DVPOs) brought the ability of a stop gap of

sorts to facilitate a separate the victim and the perpetrator from one another during critical periods which in turn could potentially minimise the risk of escalation (Home Office, 2020). However, due to demands the resource intensiveness that a MARAC brings can mean agencies may face conflicting priorities, delaying interventions (College of Policing, 2020).

A third alternative method included interventions targeted at offenders, such as domestic violence perpetrator programs. These programs focus on reforming individuals by addressing their abusive behaviour; however, these initiatives rely heavily on voluntary participation which restricts their impact and effectiveness. Research shows that these programs can reduce re-offending rates when combined with victim support services (Respect, 2019). This method, by itself would not adequately deal with the pressing danger, to the individuals safety; highlighting the importance of complementary victim-focused measures.

The introduction of the Domestic Abuse Act 2021 marked a shift towards holistic protection, recognising coercive control and providing stronger safeguards (Gov.uk, 2021). Despite these advances, challenges remain, particularly in ensuring consistent, culturally aware responses tailored to diverse communities like Romania's, where cultural norms may influence victims' willingness to engage with authorities.

The decision-making process for addressing this case required a careful assessment of the options available, ensuring that both the immediate and long-term involvements involved. This was arguably made more difficult due to the involvement the Romanian victim due to cultural and language barriers that she posed.

The intervention that was chosen combined immediate safeguarding through refuge placement and support from an Independent Domestic Violence Advocate (IDVA) with longer-term solutions, including participation in a domestic violence perpetrator program for the offender. This decision was based on the evidence on hand to us from risk assessments conducted in collaboration with social services and healthcare professionals through the MARAC conferences. Research indicates that combining direct victim support with offender rehabilitation efforts significantly reduces the risk of re-offending (Respect, 2019). The Domestic Abuse Act 2021 provided the legislative backing for immediate protective measures, such as Domestic Violence Protection Notices (DVPNs). This allowed for an initial period of separation between the victim and the offender to ensure safety by removing the location element of the problem analysis triangle (Gov.uk, 2021; ASU, 2004).

The decision to combine immediate safeguarding measures and longer-term offender rehabilitation strategies highlighted a balanced approach, emphasising both victim protection and offender accountability. Providing the victim with refuge placement and support from an Independent Domestic Violence Advocate (IDVA) offered immediate safety and practical assistance. This intervention aligned with the protective framework established under the Domestic Abuse Act 2021, which prioritised safeguarding victims from coercive control and other forms of abuse (Gov.uk, 2021). Concurrently, adherence to the Police and Criminal Evidence Act 1984 (PACE) ensured the offender's legal rights were upheld, reflecting a commitment to both justice and procedural integrity (Home Office, 2018).

However, the process of putting this plan into action faced some practical challenges. The victim's difficulty, with English required interpreter services which were essential for communication but also caused delays. To mitigate this, culturally aware engagement strategies, such as the use of liaising with Police Community Support Officers who were already familiar with the victim, were employed. These measures aimed to build trust and facilitate meaningful communication on a quicker basis, due to the apparent linguistic barriers and cultural norms can often impede victims' willingness to engage with services (Women's Aid, 2020).

In addition to immediate support, addressing the offender's behaviour through a Domestic Violence Perpetrator Program (DVPP) represented a proactive effort toward long-term behavioural change should the couple try and rekindle their relationship or if the perpetrator starts a new relationship. Though these initiatives have shown effectiveness, in lowering repeat offenses rates. Still the key lies, in individuals voluntarily taking part and staying actively involved in the program (Respect 2019).

The necessity for multi-agency coordination was evident in this case, with all partners—social services, healthcare professionals, domestic abuse support organisations, and law enforcement—working together to craft a tailored response through MARACs. This collaborative framework facilitated comprehensive risk assessments, ensuring that evolving risks were promptly addressed (College of Policing, 2020). Regular reviews and information-sharing among agencies further enhanced responsiveness and adaptability. While effective, this intervention also presented potential risks and limitations. The demand for interpreter services could delay critical decisions, potentially jeopardising timely intervention.

To reinforce the victim's safety, Domestic Violence Protection Notices (DVPNs) were issued, providing an immediate legal buffer that separated the victim from the perpetrator. This intervention exemplified the utility of combining legislative tools with victim support to address immediate risks, as well as to reduce the offender's opportunity to cause further harm (Home Office, 2020).

Reflecting on this case revealed the critical role of a coordinated, evidence-based approach in addressing domestic abuse within diverse and complex contexts. My role as a facilitator and decision-maker required careful balancing of procedural aspects, cultural sensitivity, and the safety and well-being of the victim. The experience highlighted the necessity of cultural competence, effective communication strategies, and inter-agency collaboration in achieving meaningful outcomes for the Romanian female. This case underscored areas for future improvement, including streamlining access to interpreters, enhancing community engagement, and refining my knowledge surrounding the responsibilities of the various agencies on hand to me during complex cases.

Continuous professional development, particularly in cultural knowledge and evidence-based practices, remains essential to improve outcomes for victims and hold offenders accountable. Moving forward, this reflection reinforces my commitment to professional standards, the effective use of evidence, and a victim-centred approach that respects the diverse needs and realities of the communities we serve.

Word Count: 1668

Task 3

Relevant areas of the National Policing Curriculum: Vulnerability and Risk

You must choose **a policing incident** in which you played a significant role with a victim of crime or anti-social behaviour and reflect on what happened.

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

Evaluate the appropriateness of different approaches (by professionals and the police) in supporting or managing vulnerable people or people at risk of harm.

Evaluate what works in relation to tackling repeat victimisation and repeat offending.

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

ANSWER:

This reflection is to examine a policing incident that highlights the themes of vulnerability and risk. The incident involved a series of deliberate fires being set on doorsteps within a block of flats in a deprived urban area. My role in the following incident focused on mitigating the risks to the residents of the flat, whilst my longer-term involvement in this incident focused fostering community engagement and working collaboratively with partner agencies to prevent the issues continuing.

The incident I will discuss occurred in a residential block of flats in a socioeconomically deprived area of my policing sector. Over a period of several weeks a block of flats in my patrol area experienced a series of deliberate fires being set of residents' doorsteps. While these fires did not result in a significant amount of property damage, they created a sense of fear and vulnerability among residents as the perpetrators along with their motivation was unknown. The lack of working CCTV in the block of flats and the surrounding areas presented the initial set of challenges making this incident slightly more complex. Although I wasn't formally appointed as the lead officer, in charge of this case. This was due to it being viewed as a series of isolated events which in turn meant it was handled by various officers on different response teams. However, due the visible distress this was causing residents on my attendance at these incidents a feeling of responsibility was experienced to aid in the management of this incident.

My immediate concerns revolved around working with that of the fire service to assess risks and deliver fire prevention advice to residents. Concentrating on this immediate short-term initiative allowed residents to begin believing that their concerns were being taken seriously. Simultaneously the housing association was contacted by me and placed pressure upon due to the main access point new key code door not working effectively along with the trade button allowing access throughout the night. Being that the incidents occurred during the

hours of darkness focusing on this approach aimed to reduce potential opportunities for further incidents (ASU, 2004; College of Policing, 2020).

The situation was surrounded by a series of legislative frameworks, like the Public Order Act of 1986 that deal with behaviours that disrupt order and safety, the Criminal Law Act 1971 regarding the damages and how the damages were cause and the Equality Act of 2010 that helped in interacting with residents with cultural and language barriers (Legislation.gov.uk, 2024). The flats housed a diverse community, with some residents facing language barriers that complicated engagement efforts. Officers arranged interpreter services and held culturally sensitive meetings to ensure clear communication and respect for cultural norms, ultimately fostering cooperation (Sarre and Rowe, 2020).

In response to the deliberate fires in the block of flats, a multiagency approach was vital to supporting vulnerable residents. Collaboration with the fire service was prioritised to conduct comprehensive safety assessments of the building, formulate a plan to target harden the block, provide fire prevention materials, and deliver educational sessions. This proactive engagement sought to reassure residents and demonstrate that their safety concerns were being taken seriously (College of Policing, 2020; South Wales Fire and Rescue Service, 2023).

To further enhance building security, I worked with the local housing association to repair the main access door, fitting it with a new key code system and fixing a faulty trade button to limit nighttime entry. This effort aimed to reduce opportunities for unauthorised access and deter further incidents. Additionally, collaboration with a nearby fast-food business led to limiting public Wi-Fi access, discouraging youths suspected of involvement from congregating in the vicinity (Eck, 2002).

The actions taken were successful in easing the concerns of residents and demonstrating a dedication from the police and collaborating partner agencies. The initiatives related to fire services played a significant role in this regard by enhancing security at night and controlling entrance points which ultimately resulted in a noticeable decline, in occurrences. Research indicates that visible policing, combined with environmental changes to reduce crime opportunities, can positively influence community safety (Eck, 2002).

Furthermore, working together with nearby establishments who had publicly accessible WI-FI 24 hours of the day, resulted in restricting the availability, which in turn discouraged young individuals suspected of being involved from having a reason to gathering in the area (STV News, 2016; Gov.uk, 2021).

However, during this incident there were challenges that proved difficult to overcome, primarily building trust with some of the residents. Some residents showed resistance due to dislike or distrust of the police whereas others were difficult to approach due to cultural and language barriers.

Even though the first steps showed promise in helping the community's residents there were additional opportunities, for support measures to be implemented. For instance, setting up a resident watch group could have encouraged the community to take a proactive role in ensuring their safety. Also introducing programs to divert people from trouble and provide

them with options could have tackled the underlying reasons, for anti social behaviour and decreased the chances of repeat offenses (ASU, 2024).

The intentional fires set in the apartment building showed a trend of recurring victimisation that increased the residents' sense of insecurity and fear. Addressing repeat victimisation was a concern because studies indicate that people who experience incidents are more vulnerable, to psychological distress and continued targeting (Farrell and Pease 2014).

In response, we applied a series of measures aimed at addressing the immediate and underlying causes of these incidents. Regular welfare checks were conducted by officers and police community support officers (PCSOs) to reassure residents, providing a visible presence that deterred potential further incidents and strengthened community ties (College of Policing, 2020). Preventative security improvements to the block of flats were made, which meant implementation the new key code system for the main entrance and the repair of the trade button to limit unauthorised entry, reduced opportunities for repeat victimisation. Additionally improved environmental design were also done, such as ensuring well-lit communal areas, also contributed to making the flats less appealing targets for anti-social behaviour (Eck, 2002).

Addressing the underlying causes of the fires required a multifaceted approach. Albeit I was not in the role that would spearhead the ongoing maintenance due to time constraints of my current role, however the identification of the youths responsible was an area that I was heavily involved in. This in turn allowed the implementation of early help referrals. These referrals offer a magnitude of different approaches from partner agencies to aid children at risk rather than that of the conventional justice system. These initiatives centred on offering pastimes, supportive guidance and learning prospects, with the goal of curbing behaviours and averting future unlawful acts (NSPCC, 2023; Swansea.gov, 2023).

Evidence suggests that interventions targeting both environmental factors and individual behaviour are most effective in reducing repeat offending and victimisation (Eck, 2002; ASU, 2024). While the implemented strategies demonstrated a decline in incidents, some challenges persisted, particularly in that of maintaining resident trust and engagement. Future measures could include expanding youth outreach initiatives, enhancing community CCTV grants via the council or the housing associations, and strengthening partnerships with schools to identify and support at-risk youth.

Now having time to reflect back on this situation it has highlighted the complexities of managing and risk within a diverse community. This occurrence stressed the significance of involving agencies to tackle community safety concerns. Via the collaborative working with the fire service, housing associations, and other stakeholders, I observed firsthand how collaborative efforts can amplify the impact of interventions. For instance, repairing the security systems and engaging with the community helped ease alleviate the fears of residents showing how practical solutions can build trust and provide tangible reassurance (College of Policing, 2020).

While the measures implemented were effective in reducing immediate risks, they did not entirely address the root causes of the incidents. Greater emphasis on early intervention programs for at-risk youth could have further reduced the likelihood of reoffending; however, granted this is long term solution via schools and social services. In similar future scenarios, I would advocate for more structured youth engagement initiatives and continued multi-agency collaboration to sustain progress and build resilience within communities (ASU, 2024).

This reflection has delved into the multifaceted challenges presented by the deliberate fires within a vulnerable community, illustrating the complexities of managing risk, fostering trust, and collaborating with multiple agencies. By addressing the incident through a coordinated multi-agency response, we were able to provide immediate relief and safety improvements. Measures such as repairing building access points, engaging with the fire service, and collaborating with local businesses demonstrated how practical, community-centred solutions can alleviate residents' fears and foster a greater sense of security (College of Policing, 2020).

This situation showcased that successful policing of neighbourhoods involves more, than mere enforcement and depends greatly on creating trust and understanding cultural aspects while actively interacting with the community. It also emphasised the significance of community involvement. Illustrated how using culturally sensitive approaches helps fortify connections and partnerships, within various communities (Sarre and Rowe, 2020).

Moreover, the incident highlighted the critical role of addressing underlying causes of anti-social behaviour, particularly among at-risk youth. Granted our measures yielded short term success, sustainable change requires a focus on the preventative strategies and early interventions that would prevent the problems arising in the first place. Research supports the value of youth diversion programs, and moving forward, I am committed to advocating for these initiatives aimed at engaging with young people in positive, constructive ways rather than that of immediately jumping to route criminal system (ASU, 2024).

Word Count : 1600

Task 4

Relevant areas of the National Policing Curriculum: Conducting investigations and information and intelligence.

You must choose a policing incident which is of serious and complex nature in which you played a significant role with an offender/service user/victim and reflect on what happened.

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

Consider how you have gathered, analysed and evaluated relevant information or intelligence from a range of sources as appropriate to the policing incident. Additionally, identify how you have developed the information and intelligence for the purpose of informing the tasking and co-ordination process.

Focus on how you have made use of the additional sources of intelligence obtained through this complex investigation and **explain** how you have **applied** learning from previous serious and complex investigations.

Your reflection must illustrate your understanding and application of core principles of ethics, equality, diversity and human rights, as well as any relevant Code of Practice considerations, culturally sensitive practice and language preference.

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

ANSWER:

This reflection centres, on a policing incident that started with a disagreement between neighbours and eventually escalated to the identification an investigation regarding Possession, with Intent to supply. Initially the response appeared that of a routine nature however the incident expanded following a disclosure that a number of drug users were frequently being seen visiting a neighbouring property. In response this prompted me to begin gathering intelligence by recording details of who the neighbour believed was residing at the property and vehicle attached to the property.

The reason, for this reflection is to showcase the actions involved in collecting intelligence and how these events guided a reaction, with a coordinated approach to reach a successful outcome. This case underscores the importance of ethical policing practices, lawful intelligence handling, and inter-agency collaboration. Additionally, considerations regarding human rights, cultural sensitivities, and equality were integral to the investigation, aligning with the National Decision Model and the Code of Ethics (College of Policing, 2014).

By examining my approach to collecting, evaluating, and sharing intelligence, I will highlight how my actions conformed to legal, procedural, and ethical standards expected of me as a police officer. The reflection will further discuss how previous experiences in serious and complex investigations informed my handling of this case, ensuring an effective and lawful response (College of Policing, 2020).

The incident began when I was tasked to respond to a neighbour dispute regarding disturbances and suspicious activities at a neighbouring property. During my initial interactions, one resident disclosed that known drug users were regularly visiting the property in question. Recognising this as a potential intelligence opportunity, I began gathering readily available information on the subject residing at the property and the associated vehicle. While initially appearing to have a typical 9–5 working pattern, the vehicle's activity increased significantly in the evenings and night-time hours. This intelligence was promptly recorded in the police system for further analysis and potential action.

The social impact of this issue was apparent. Drug activity in residential areas erodes community trust and poses significant risks to vulnerable populations, necessitating a focused policing response (Home Office, 2018). Addressing these concerns is vital to maintaining public confidence and preventing the escalation of criminal activity within neighbourhoods (Bennett, Holloway, and Farrington, 2008). From a legislative perspective, my actions were governed by the Misuse of Drugs Act 1971, which outlines offenses related to drug possession and distribution. Adhering to the legal framework ensured that intelligence gathering and subsequent actions, such as placing intelligence on police systems and conducting further monitoring, were lawful and procedural (CPS, 2021). This adherence upholds the principles of accountability and transparency essential in policing.

Community policing principles and a commitment to intelligence-led approaches further guided my response. Listening to residents' concerns and understanding local dynamics allowed for a more targeted and community-focused strategy, enhancing both the efficiency and efficacy of the operation (Ratcliffe, 2016; Tilley, 2019).

Following the initial neighbour disclosure, the first step in gathering intelligence was to document and input all relevant information regarding the subject and their vehicle into the police intelligence system. This data entry marked the beginning of structured intelligence development. Subsequently, additional reports emerged during a subsequent shift, with another member of the public describing a vehicle matching the same description involved in exchanging parcels in an area notorious for drug-related activity. This report reinforced the credibility of the initial intelligence and suggested a potential pattern of drug distribution behaviour.

Analysing these pieces of intelligence required a systematic approach. I reviewed available data on the vehicle's movements, focusing on discrepancies between its registered ownership details and its frequent appearance in high-risk areas. By collaborating with colleagues in the Roads Policing Unit and accessing ANPR (Automatic Number Plate Recognition) records, I identified instances where the vehicle's license plates had been altered. This suggested attempts to evade identification and further solidified its potential connection to drug distribution.

The National Intelligence Model (NIM) was used to allow the effective examination which emphasised the prioritisation of information for actionable purposes (Cope, 2004). A collaboration between departments was key to ensure that no department acted alone and

rather helped develop intelligence efficiently as a larger team. Intelligence was corroborated through various sources, including public reports, ANPR data, and input from other units, aligning with intelligence-led policing methodologies (Ratcliffe, 2016).

This process highlights the importance of bringing information to build a credible intelligence picture while maintaining data integrity and compliance with data protection and legal requirements. The intelligence that was gathered laid the groundwork for further expansion of proactiveness, demonstrating the effectiveness of joint collaborative analysis brings in tackling drug-related crime (Home Office, 2018).

As we gained an understanding of the situation at hand, I worked together with the Roads Policing Unit and Drug Units to improve how we responded effectively. Our combined actions were concentrated on acquiring and verifying information about the individuals' actions. The initial details regarding the vehicles indicating behaviours like frequent changes in license plates were examined further to investigate possible links to drug related behaviours. This examination uncovered a trend of visits to areas, with distribution predominantly occurring during nighttime hours.

Through regular information sharing, we verified the vehicle's involvement in drug-related activities using multiple intelligence sources. Based on these findings, I took steps to ensure operational coordination by placing a marker on the vehicle in the Automatic Number Plate Recognition (ANPR) system. This decision was guided by the National Decision Model (NDM), emphasising the necessity, proportionality, and ethical handling of sensitive information (College of Policing, 2020).

The use of ANPR was instrumental in providing real-time intelligence. When the vehicle was later detected passing an ANPR camera, it allowed for a targeted and coordinated response. Predicting its likely route, I liaised with colleagues to intercept the vehicle safely. Upon conducting a search, we discovered a significant quantity of cannabis, classified as possession with intent to supply under the Misuse of Drugs Act 1971. This marked a key point in the investigation, highlighting the role of strategic intelligence deployment in disrupting criminal activity (CPS, 2021).

Deciding to seize the suspect's phone under Section 19 of the Police and Criminal Evidence Act 1984 enabled us to analyse the device, yielding further intelligence on additional illegal cannabis activities. Recognising the significance of this developing intelligence, I involved the neighbourhood policing team, leading to targeted actions against previously unmonitored locations. This collaboration highlighted the critical role of intelligence development in effective tasking and coordination processes within policing (Tilley, 2019).

Throughout these actions, ethical considerations were paramount. Each choice was guided by a dedication to following the law and being responsible and fair making sure there was trust from the public and adherence to policing regulations. The steps taken in gathering and using information highlighted how important it is for different departments to work together and the significance of managing intelligence in preventing major criminal activities (Home Office report, 2018).

During the inquiry process I relied on the NDM to guarantee that all steps taken were legal and justifiable well as essential (College of Policing 2020). This method aided me in reaching conclusions that considered both the well being of the community and the rights of the subject.

Managing intelligence related to suspected drug activity in a residential area brought specific ethical challenges. My main focus was keeping the community safe while respecting the rights of individuals involved. For example, placing a marker on the suspect's vehicle in the ANPR system was based on clear evidence, but I had to make sure this action was justified and not excessive fringing on Article 8 of the Human Rights Act 1998. This showed respect for privacy laws and built community trust (ICO, 2018).

During the investigation process I thought about the collection and utilisation of information to ensure that it was done in a lawful and justified manner. It was crucial to safeguard individuals, from actions or biases while prioritising public safety. All decisions were made based on by ethical standards, ensuring I followed policing values and respected human rights (Liberty, 2019).

The investigation has emphasised the significance and importance of intelligence gathering alongside partnerships with other departments to achieving successful outcomes. What began as a routine neighbour dispute quickly became a intricate case involving suspected drug dealing This showcases the need for police officers to be flexible and methodical when faced with unforeseen circumstances

The investigation highlighted how beneficial working alongside other departments can be when gathering, analysing and developing intelligence in order to achieving successful outcomes.

The investigation highlighted the importance of gathering intelligence and collaborating with other departments to achieve a successful result. What began as a routine neighbour dispute quickly became a intricate case involving suspected drug dealing This showcases the need for police officers to be adaptable, flexible and methodical when faced with unforeseen circumstances. The initial intelligence was built upon

This investigation showcased in order to achieve a successful outcome the importance of how the gathering and use intelligence appropriately and effectively must be when working with other departments. What began as a routine neighbour dispute quickly unexpectedly turned into an opportunity to gather information that ultimately led to a more serious case involving the distribution and cultivation of controlled substances. This highlights how unpredictable policing can be and the need to adapt quickly while following a clear process.

The first details that were shared were derived from a remark that might have been missed at a glance. Demonstrating the importance of interacting with the community to identify issues promptly and take action on them proactively. I recorded this information into the database which allowed me to expand on it and validate it using comparable accounts. This instance demonstrated how heeding the concerns of residents can significantly enhance safety measures, for everyone (Ratcliffe, 2016).

Collaboratively working together with the Roads Policing Unit and Drug Units made a big impact on the sharing of intelligence, the use of tools like ANPR, and marking the suspect's vehicle for tracking allowed for fast and effective responses. This cooperation demonstrated to me how much stronger we are when we combine our skills, assets and experiences.

In summary, this case has shown me the benefits of good intelligence, ethical conduct, teamwork, and building trust with the community. Moving forward, I am committed to using these lessons to broaden and develop my learning even further, while utilising my ability to think outside the box and spot crucial details

Word count 1731.

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	Low 1-4	Med 5-7 6	High 8-10	Low 1-4	Med 5-7	High 8-10 9	Specific: Gain a comprehensive understanding of roads policing, including traffic legislation, accident investigation procedures, and enforcement strategies. Measurable: Complete at least one formal attachment with the roads policing unit and engage in knowledge-sharing sessions with experienced officers.

							Achievable: Allocate specific study hours weekly and attend relevant workshops to deepen expertise. Relevant: This will enhance your capability to respond to and manage road-related incidents, contributing to overall road safety. Time: Achieve enhanced knowledge and readiness within 6-12 months, with periodic assessments by mentors or supervisors.
SKILLS	Low 1-4	Med 5-7 7	High 8-10	Low 1-4	Med 5-7	High 8-10 10	Specific: Improve tactical medical response skills for situations encountered during public order events. Measurable: Participate in at least two advanced first aid or trauma care training sessions per quarter and seek feedback through scenario-based assessments. Achievable: Collaborate with medical professionals, participate in simulated training, and review medical response protocols regularly. Relevant: This skill enhancement directly supports your role as a public order medic, enabling timely and effective medical care in critical situations. Time: Plan for measurable improvement within 12 months, with ongoing feedback and skill assessments.

EXPERIENCE	Low 1-4	Med 5-7	High 8-10 8	Low 1-4	Med 5-7	High 8-10 10	Specific: Enhance experience in making quick, informed decisions during high-pressure scenarios, such as whilst being a single crewed officer . Measurable: Track progress through case reviews, supervisory feedback, and self-assessments, aiming for reduced reliance on supervisor confirmation over six months. Achievable: Seek exposure to diverse operational contexts, work alongside senior officers, and engage in role-play or scenario-based exercises to simulate stressful situations. Relevant: Effective decision-making is critical in dynamic environments and supports operational efficiency and public safety. Time: Target significant improvements within six months, reviewing and adapting strategies through bi-weekly evaluations.
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