

Graduate Diploma in Professional Police Practice

LEVEL 6 - 40 Credits

**Workbook title: Competency Based Workbook 1
(DHEP)**

(SOUTH WALES POLICE, GWENT POLICE AND UWTSD)

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FACULTY OF BUSINESS AND MANAGEMENT PUBLIC SERVICE PROGRAMME

Module title: Policing in the Workplace 3 (DHEP)

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

Area of Professional Practice covered, (called elements in your module descriptor):

- Wellbeing and Resilience
- Communication Skills
- Managing Conflict
- Valuing Difference and Inclusion
- Criminal Justice
- Decision making, discretion
- Conducting Investigations
- Criminal Justice (Managing offenders)
- Problem Solving
- Evidence Based Policing
- Maintaining Professional Standards
- Public Protection.

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.

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	Development Plan	Equivalent to 500 words
Task 6	Confirmation of the completion of your Occupational Competency Portfolio (OCP)	Equivalent to 500 words
	Confirmation of Confidentiality and Plagiarism <i>Confirmed by submission through Turnitin</i>	

Task 1

Relevant areas of the National Policing Curriculum: Developing Resilience

Guidance:

Focussing on your initial 6 months of learning and since being attested as a Police Constable, **discuss and compare** the coping strategies you have applied to develop resilience and minimise stress.

1500 words (+/- 10%: include your actual word count at the end of each section)

ANSWER:

The context of this essay is to reflect on the first six months as a police constable, the reflection will draw on the coping strategies and resilience applied in order to pass the initial development course. This will be achieved by using reflective practice on the six months and applying it to a reflective model. The reason for this is due to the benefits offered by reflection, the use of reflection allows good practice to be embedded, which in turn develops skills, improves practice and offers more confidence and solutions to tougher situations going forward (Hargreaves and Page, 2013). Ultimately, reflecting will make practice more fulfilling and sustainable, whilst also helping through difficult or challenging times (Hargreaves and Page, 2013) in the furthering career of a police constable. The coping strategies and resilience used for minimising stress will be tested through the reflection model 'simplification of reflection' (Hargreaves and Page, 2013), which was established by Borton in the 1970s. This model looks to reflect on practice by asking three cue questions 'What? So what? Now what?' (Borton, 1970).

The reason for choosing Borton's model is due to the structural benefits it offers, as well as further revisions of the original model such as Driscoll (2000) offering greater structure and a more reductionist look at self-reflection if required. This models simplicity of three cue questions offers a great understanding of self-reflection, the first question, the 'What?' Aims to address what is happening and what is understood to be happen, the second question 'So what?' Aims to analyse and evaluate what is happening, whilst the third question 'now what?' Looks at applying your understanding and evaluation to what has happened. In the context of this essay the 'What?' question will highlight the coping strategies to the stress, whilst the 'So what?' will analyse whether the coping strategies worked, then finally the 'Now

what?' will address whether the coping strategy can be understood as an effective tool in minimalizing to stress.

The initial six months of training encompasses various challenges with the course itself providing newly attested constables with examinations, role-plays and various challenges requiring both physical and mental competency to fulfil the role. Furthermore, the new lifestyle demands required to fulfil the role can have various impacts on the physical, psychological and social aspects of a life. Because of this, coping strategies are used to combat the new attained lifestyle demands whilst also bridging the experiences, behaviour and order from the previous lifestyle to the new. The term coping strategies can be understood as thoughts, feelings, actions or behaviours used to minimize or eradicate stress (Dewe, Cox and Ferguson, 1993).

The first coping strategy to be addressed is time management, this strategy has been key during the first six months of training due to the new workloads required both in work and whilst at home. The basis of time management allows a greater balance of lifestyle demands to be met, whilst also creating a more positive cognition towards the training workload by utilising available periods and achieving goals within these set periods (Dewe, Driscoll and Cooper, 2010). The use of time management can be effective tool when applied to the initial training of a police constable, due to the workload needed to be adhered too. This is key as the necessary curriculum to be achieved during the six months can overload on a lifestyle causing stress and effectively shape or change a person's physical and psychological state as noted by (Stults-Kolehmainen and Sinha, 2014). In terms of the 'Now what?' and whether time management is an effective tool, its use has helped balance the initial training workload alongside the desired lifestyle without creating strain on either. As well as this, time management has provided greater resilience towards workloads as it helps prevent excessive workloads becoming a strain on lifestyles. Going forward, this is a paramount coping strategy to fulfilling the role of a police constable as the benefits to both workloads and lifestyles help control and prevent life stressors from becoming too demanding.

The second coping strategy to be addressed is exercise. The biological and psychological advantages exercise creates for the wellbeing of a person has long been recorded, biologically, effects range from positive increases in chemical secretion to organ strength to

muscle and bone density. As for psychologically, exercise allows behaviour to be restructured, helps improve cognitions and effectively change mind-sets. Furthering on from this, Greenwood and Fleshner (2011) highlight the neutralizing effects that exercise has on psychological stressors related to the cardiac system, as well as the stress related increases in stress hormones such as serotonin. The use of exercise allows disconnect from stressors created from initial training and also helps create more positive behaviours and actions towards the workloads attributed to the training. Although exercise produces positive effects both psychologically and biologically which in turn combat stressors, the use of exercise is open to criticism. One of the main criticisms of exercise is the time that has to be allocated towards it, this can be detrimental as the initial training course leaves little recreational time during days. Furthering on from this, the use of exercise can also be detrimental psychologically, this is because repetitive actions of exercising can create mental aversions and boredom towards the physical act itself (Chaskalson, 2011), as well as create further aversions towards other tasks set out to achieve that day. In summary, exercise is an effective coping strategy, however, the use of exercise in itself is a lifestyle so requires due care and attention, and requires constant monitoring.

The third coping strategy to be highlighted is a healthy balanced diet, similar to exercise, the benefits both physically and psychologically attributed to a healthy diet have long been recorded. Building on this, maintaining a healthy balanced diet within your lifestyle has also been recorded as effective tool in minimising the effects of stress. The maintaining of a healthy diet is key when life stressors intensify as a diet is one the key areas effected when under stress, this is due to the increase in the amount of food eaten with certain characteristics, such as high calorie and high saturated fats, along with this, stress can also cause a decrease in essential food groups (Hill et al, 2018). The choice to maintain a healthy diet throughout the initial six months provided many benefits, one of the main benefits comes from the balance and the pattern of when to eat (Vizireanu and Hruschka, 2018). The introduction of regular meals, portion control and a balance of food groups allows the body to receive suitable energy throughout the day, which prevents negative behaviours such as low energy, tiredness and low concentration, this is essential whilst tackling daily challenges and workloads. Another positive from a balanced healthy diet on minimising stress is that regular eating and constant use of key food groups helps eradicate the inconsistent food consumption seen in people when under life stressors (Sproesser, Schupp and Renner,

2013). The use of a healthy diet offers many benefits, however, similar to exercise a healthy diet has to be monitored in order to prevent limitations and setbacks. One of the main setbacks to a healthy diet is being too strict on your previous lifestyle in order to make new changes, this can be problematic as it is more likely that healthy eating diet will not be adhered to and cause an increase in high calorie and saturated fats food when faced with life stressors or in itself create more life stressors (Allom and Mullan, 2014). In conclusion, a healthy balanced diet can be very beneficial as it helps prevent further life stressors from occurring as well as help suppress the effects, however, it can provide further life stressors as well as cause more effects of normal life stressors, so must be again monitored closely and used cautiously.

To summarise, during the initial training various changes are made to previous lifestyles in order to compensate for the new role of a police constable. During this time, previous life stressors can become heightened to oversee the new changes, as well as new found stressors related to workloads, lifestyle and social environments. In order to create resilience to these stressors various coping strategies were put in place in order to manage the amount of stress attributed to the changes in lifestyle and the new role of police constable. In order to understand how effective some of these coping strategies were reflective practice was used, more specifically Borton's model of simplification. Through using this model these coping strategies have been evaluated in terms of their strengths and limitations, this is beneficial as reflecting on these strategies helps develop future uses when dealing with life stressors and other demands and challenges furthering on in the career of a police constable.

Word count: 1466

Task 2

Relevant areas of the National Policing Curriculum: Communication Skills, Managing Conflict, Valuing Difference and Inclusion

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

Critically assess the incident including social and legislative contexts and any relevant cultural, ethnicity and language issues.

Reflect on your application of the fundamental elements of effective communication used (verbal, non-verbal, active listening skills, open and closed questions, building rapport and negotiation skills).

Describe the process for determining whether the use of force was necessary in a conflict situation (including a **critical evaluation** of any theories or models underpinning the causes of conflict within policing interventions – e.g. Betari's Box, The Drama triangle, Emotional versus rational brain) and provide a reflection on the outcome of the incident.

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.

2500 words (+/- 10%: include your actual word count at the end of each section)

ANSWER:

The duties of a police constable is effected by various variables, one of the continuous variables which effects a police constables duties is conflict. In order for a police constable to fulfil their role whilst dealing with conflict, constables have the power to show a use of force. The use of force within the role of police constable is a subject which is continuously debated, this is due to ever changing perception of the police, the perceived roles of the police, and what they should encompass by the public. For all police constables, paramount to their role and being able to perform these duties are the core principles to policing, within these principles lies how every police constable should conduct themselves when carrying out their duties. Included in these principles is use of force (College of Policing, 2014), this core principle highlights that on occasion police constables need to use force to carry out their role, this principle is usually used when dealing with conflict (College of Policing, 2014). In terms of this essay, in order to illustrate conflict and its

management, an incident whereby an officer has been exposed to conflict and how it has been dealt with will be used. Furthermore, this essay will look to provide understanding of all relative legislation, whilst additionally providing an application of relevant core principles and theories.

The incident which this essay will encompass relates to a call received from social care workers who needed assistance in regards to a service user who they had sectioned for assessment under section 2 of the mental health act due to her mental health issues and behaviour illustrated (MENTAL HEALTH ACT 1983). Within the call received, the social workers had stated that the service user has become emotionally aggressive towards herself, the female had begun to repeatedly hit her head against their kitchen wall in order to sustain a severe head injury, which, had been perceived by the social workers to of caused injury and had resulted in blood being shed. Furthering on from this, due to the emotional state of the service user, the social workers explained their apprehensive feelings towards engaging with the female who they believed needed police assistance, due to the possibilities of further injury to herself or other actions such as fleeing her home. On attendance of the address officers were met outside by the social workers who further explained their reasoning for calling the police and their rationale behind sectioning the user, they also informed police that an ambulance had been called in order to medically assess the harm caused by head injuries. Before entering the property, the social workers disclosed to the officers that the service user was a female, late teen, who was suffering from various mental health conditions including depression, anxiety, and anorexia and self-harm. All the information obtained prior to contact plays an important role when deciding on how officer will manage the incident, this is analysed by officers using the national decision model, as well situational. The national decision model places the core principles at the centre of all police decision making and acts as useful tool for officers to fulfil the expected behaviour and professionalism in their duty (College of Policing, 2014). Applying the national decision model to this scenario, the information and intelligence gathered by officers regarding such things as the service users gender, mental health, age and injuries sustained are all impact factors when assessing the level of conflict and helps develop a working strategy in order to best deal with the female.

Furthering on from entering the address, officers were met by the service users' mother and father, who showed the officers where their daughter was currently situated. The main aims of the contact with the user was firstly to ensure the female was okay and not

suffering any life threatening injuries, and secondly, to prevent further injuries or harm.

Due to what information had been given to the police officers, they believed a single point of contact would be best, the female was engaged in isolation and without a parental present as the conflict level may be raised by the presence and communication of parent as a result of the parental-adolescent relationship (Missotten et al, 2018).

On entering the kitchen, the officer could see the female was emotional due to her crying and behaviour. On noticing the police officer the female became more distressed and anxious and requested for officers to leave, because of the previous knowledge given and what had been observed by the officer, the communication towards the female was soft and simplistic. Whilst in the presence of the female the officer stayed a comfortable distance away from the female, whilst also adopting a smaller stature and crouched down to the users perceived eye level in order to ease the female's feelings of anxiety towards the police presence. The officer whilst communicating with the service user tried to build a rapport with the females by first offering open questions such as "How are you feeling?" "What is the matter?" the female offered very little in communication with the officer before abstaining completely from communication with the officer. Following this, both officers then tried to engage with the service user with open style questions in order to provide the service user freedom to express her emotional state. Amid the officers attempts to a build a rapport with the female, effective communication was not built between parties and the females negative emotional feelings towards the officers did not surpass, the female then expressed her feelings towards the officers stating she "couldn't calm down, due to police officers watching", because of this, officers decided to adopt compliance conflict management, this involves very little conflict as the party using this management tool refrains expressing their viewpoint and solely complies with the other parties wishes and views (Missotten et al, 2018). In order to manage the situation further, the officer stopped trying to communicate with the female and only observed from a distance, these actions were clearly relayed to the female. From this point, the female was now only being observed from one officer, whilst the other officer communicated with the social worker about the officer contact so far.

The scenario and roles of the individuals can be understood through the use of Karpman's Drama triangle, this model can be used to understand social interaction between two or more people through the use of three specific roles, the victim, the rescuer and the persecutor (Hicks & McCracken, 2014). The use of the drama triangle also can be used to

highlight how interactions may become more complicated due to the emotions and behaviours attributed to the roles within the model, it also to note that during interactions people can change their role within the model. Attributing this model to the incident, the female fulfils the role of the victim within the model, this role is contributed to people who is conflicting in their life and struggling to manage challenges within in their life, and as a consequence taking a toll on their personal care (Nelson, 2014), in relation to the incident this can be highlighted by the information officers were given in regards to the female and her current state of mental which has resulted in the female being sectioned. As for the officers, they are attributed to the rescuer role, this role feels valuable when helping others and is drawn to the vulnerability of people (Nelson, 2014), this role looks to offer help and support to the victims. As mentioned previously, people within the incident can change their role within the model based on the development of the interaction. These role can change based on various factors, however the one based on this incident relates to the conflict between the roles of the victim and rescuer. This role change involves the victim becoming the prosecutor due to the rescuer and their use of support towards to the victim, this can become too overwhelming for the victim and create conflict towards the rescuer. This is highlighted within the incident through the use of officers presence and communication with the female, which resulted in the female becoming more distressed and anxious, and having a negative interaction towards officers. The prosecutor role portrays emotions of anger, destruction and negativity and blame others for their own behaviour (Nelson, 2014), this is illustrated by the female's non-compliance with communication, requests to stop self-harm, and by the females blaming her behaviour on the officer actions.

Leading on from this, and whilst waiting for ambulance to attend, the female began to hit her head against the wall in the presence of an officer. In order to understand the officer is actions from this point onwards, the theory of 'Betaris box' will be used. This theory looks to understand the relationship between attitudes and behaviours and how they in turn can influence other individuals or parties attitudes and behaviours (Clements & Jones, 2008). Illustrating the officer and their awareness of Betari's box, impact factors such as the females mental health and age highlighted to officers that their attitude and behaviour had to be reassuring, gentle, clear and calming in order to gain the best rapport and compliance with the female. Building on this, in terms of the behaviour presented by

officers, non-verbal communication tools were also used, these tools used include body language, eye contact and body posture (College of Policing, 2019). Again, because of the impact factors attributed to the female, the officer the adopted the small stature crouched position, used physical gestures and used minimal eye contact as a consequence of the females feelings of anxiety towards the police. The officer then requested the female in a calming voice to stop from trying to injure herself, at this time, no verbal communication was gained from the female. As the female continued to hit her head against the wall, the officer requested the attempts of self-harm to stop and offered a clear understanding as to the possible results of the continuous banging of the head. Similar to the first request, the female did not verbally communicate with the officer and showed no signs of stopping.

Furthering on from this, the other officer was signalled to enter the room. One final request was made by the officer for the female to stop her attempts before the officers adopted more formal actions, the female was instructed to stop the attempts of self-harm or be restrained by the officers. The process used by officers which had led to the restraining of the female is a force policy known as the five step appeal model, this model looks to offer different means of approach in order for the individual to comply with an officers request (College of Policing, 2019). The five step appeal involves officers trying to gain compliance by offering a simple appeal, reasoned appeal, personal appeal, final appeal and finally action, applying these means of approaches to the incident, officers tried all appeals towards the female to prevent further injury to herself before operating restraint tactics.

When restraining the female, officers took factors into account such as the female is age, mental health, and body size. Officers remained communicative throughout the process of restraining the female in order to gain compliance. During the time of being restrained the female became more agitated towards officers and began screaming and trying to scratch officers. The officers moved the female into the centre of the kitchen floor and restrained the female in the prone position restraint. The female was restrained in the middle of the kitchen to prevent the possible causing of head injuries by the female herself on walls which, she had already illustrated to officers. Once restrained, the officers were cautious of the time the female would spend in the restraint position due to her body size and mental health, and the possible dangers of positional asphyxia (College of Policing, 2013). The officers soon gained compliance from the female through negotiating, more specifically the

stopping of self-harm, in return officers would leave go of their restraint hold and also reduce the presence by leaving one officer observing the female in the kitchen and reduce communication. The female remained compliant for the rest of the duration whilst awaiting for the ambulance to arrive, paramedics stated once at the address that the head injuries were not concerning and that no new injuries have been sustained. Following this, officers believed the best course of action would be for the ambulance to present the female to the suitable mental health department due to the anxiety perceived by the female surrounding the police, however police followed in conveyance as a pre-caution. In summary of the incident, the female was conveyed to the suitable mental health department safely and remained in the care of the department.

In conclusion of this essay, an incident has been used to illustrate the various tactics and policies used when dealing with conflict and its management. Within this incident, it has highlighted the conflict that an officer has been exposed to and what was done in terms of a solution. As well as this, a theoretical understanding to the management of conflict has been used as it illustrates the alternatives and the initial management of conflict before the use of force. The use of alternatives to force are paramount when dealing with conflict as they offer various benefits to the solution of incidents as well as more holistically, the police constable carrying out their roles and functions. Reflecting on this, the incident used shows the methodical process used by officers in order to deal with the incident, the main barrier to overcome in this scenario was the mental health aspect, this provided challenges towards the officers managing of the scenario, and was also the main factor in the use of force and the outcome wishing to be achieved by officers.

WORD COUNT: 2318

Task 3

Relevant areas of the National Policing Curriculum: Criminal Justice, Valuing difference and inclusion

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

Critically assess a relevant incident including social and legislative contexts and any relevant cultural, ethnicity and language issues.

Consider and reflect on your responsibilities and procedures in line with the relevant Codes of Practice to support victims and witnesses through the criminal justice system.

Illustrate how policing values were engaged, as well as any other considerations including culturally sensitive practice and language preference.

2500 words (+/- 10%: *include your actual word count at the end of each section*)

ANSWER:

The role of a police constable is one which is constantly scrutinized by the public and one which is continually subjected to social and political debate. With this in mind, one of the undeniable roles of a constable is to police their communities, this is a key role as without the public the police are unable to effectively fulfil their roles, as noted within the Peelian principles (Loader, 2014). Building on this, the way in which constables can effectively fulfil their roles is by having strong community relations that look to understand social and divisive differences within their community (Culbertson, 2000). The aims of this essay are to illustrate how effectively policing values have been engaged when dealing with policing matters, whereby social differences have played a role, whilst also highlighting officers responsibilities and procedures required when supporting members of their community through the criminal justice system, and more importantly the adherence to the codes of practice. In order to highlight this, a policing incident will be reflected upon whereby social differences have played a role, and their considerations have been used in order effectively progress through the criminal justice process.

Firstly, before illustrating the values in regards to a policing matter, an understanding of the police values should first be explained. Although policing values have also been at the centre of policing, throughout the years the value have been modified and adapted in order to illustrate the core drives to policing. In recent years the main policing values have been noted as public service, transparency, impartiality and integrity (College of Policing, 2017). The use of these core values allows officers to conduct themselves in a professional manner when providing policing to communities and all members of public who come into contact with policing. This is possible as attributing these values allows officers to make intelligent, informed and creative decisions, whilst also remaining resolute, inclusive, compassionate and committed to the public (College of Policing, 2017).

The incident which will be illustrated refers to a call received from a social care worker regarding a burglary that had happened to one of her service users, the care worker highlighted in the call that there were concerns for welfare as the service user has learning difficulties relating to the impairment of social functioning, mental health issues, and had disclosed to the care worker that the suspect of the burglary had a knife. Through the initial call officers were aware that the service user would be entitled to enhance services from the codes of practice for victims of crime because of the vulnerabilities highlighted (Ministry of Justice, 2015).

The officers attended the service user is address and spoke to a female who was then identified as the service user. In regards to the burglary, the service user told officers that during the night she had heard a knock at her door and upon opening the door a male had barged passed her holding a knife, the female stated to officers that the male entered her living room and stole her cannabis which was located in a black bag on her sofa, after gaining the cannabis in his possession the male then quickly left the property. In order to gain investigative lines of enquiry the officers tried to obtain further details of the incident, paramount to this was a suspect description, the female was unable to provide officers with a clear description and failed to offer officers with any post incident information. The recollection of the female regarding the night was confusing and brief, it was observed by officers that the female had been affected by the burglary as her willingness to disclose information was limited, along with this, the learning difficulties of the female were also apparent due to her concentration levels and her ability to effectively respond specifically

to the questions asked of her by officers. During this time, officers main aims were to start lines of enquiry, this was achieved by officers conducting a 10 point burglary plan, within this plan officers began investigatory fast actions such CCTV and house to house enquiries, as well as this, another main aim would be the safeguarding of the victim because of her vulnerabilities and the circumstances of the burglary.

Whilst talking to the officers, the female also disclosed that the cannabis that had been stolen had been from a cannabis grow from within her property, the female stated to officers that the cannabis grown had been for her own personal use as she suffered from rheumatoid arthritis. This raised concerns to officers as the amount described to be stolen did not amount to the personal use the female had portrayed, as well as this, the initial call received by the social care worker highlighted concerns of the selling of cannabis from the address, this raised further concerns as the social worker was unsure to who was the one selling the cannabis. At this point officers were weary of issues surrounding 'cuckooing', as the service users understanding and comprehension of cannabis selling and cultivation were lacking the capacity. To deal with the initial call of burglary a suspect description was obtained by officers, house to house had been conducted, CCTV was checked in the area, CID were tasked to attend the property to see if any traces were obtainable. Through the initial contact with the service user, officers identified the issues and needs for safeguarding when considering the female in regards to both the burglary and the cannabis grow. The first action taken by officers in order to safeguard the service user was obtaining a public protection notice for the female, this was submitted in order for the service user to receive additional support and guidance from third parties as result of her being a victim of a serious crime, as well as this the service user received a victim referral in order for further provisions of services to safeguard herself (NPIA, 2012). Through speaking to the female and observing her reluctance to provide much information, officers believed safeguarding would be of paramount importance in gaining the best achievable evidence from the female, as well as ensuring the female did not feel threatened or scared which could adversely affect or undermine her confidence in the police (NPIA, 2012). The female was updated with any relevant investigatory action completed in regards to the initial call of burglary, and subsequently informed following the completion of CID lines of enquiry, the service user was debriefed by CID following the burglary and told that no

further action would follow, as no new information or intelligence was obtained (Ministry of Justice, 2015).

Leading on from this, due to the background knowledge which had been shared by the care worker and the information and observations drawn from talking to the female service user, officer believed there was disparities within the females information and believed the cannabis grow had to be further investigated, from the onset officers did not believe that the female had the capacity to of acquired the equipment necessary for growing cannabis, set the equipment up, grow the cannabis and harvest it for her own personal use. Because the female had disclosed the cannabis grow to be her own, she had to be placed as suspect for the cultivating cannabis, this was explained to the female to ensure her comprehension regarding the cultivation of cannabis, and to reassure and explain to the female the following police actions and the duty of the officers to investigate all criminal investigation and all lines of enquiry (Criminal Procedural and Investigation Act, 1996), this was explained to ensure to there was transparency with all parties involved. Although the main aim of investigating the cultivation would be to understand how the cultivation had been established, and more importantly, whether the female needed protecting, these best interest of the female would be taken in accordance with (Mental capacity act, 2005). To prevent the vulnerabilities of the female from being further exploited, officers arranged with the female to attend a voluntary attendance interview. This was decided as the best course of action as crimes had been disclosed to officers, as well as this, officers also had issues regarding the safeguarding of the female, which needed to action due to human rights and the possibility of them being infringed (Human Rights Act, 1998).

Prior to this being conducted, officers attended the address of the care worker to obtain a witness statement outlining the information the service user had disclosed to her, whilst at the care workers address, she again highlighted the vulnerabilities of the service user. The officers disclosed to the social care worker that following contact with the service user the officers would have to investigate the cultivation of cannabis, and that the service user would now be a voluntary attendee, this was disclosed to social care worker to ensure the transparency and integrity of the police actions were upheld (CPIA, 1996). After obtaining the witness statement, officers believed the next appropriate step would be to gain the assistance of an appropriate adult in order for the interview to be conjunction with code C

of PACE (Police and Criminal Evidence Act, 1984). The service user was contacted by officers to see whether an appropriate adult needed to be obtained or whether she had a friend who she believed could assist her in the interview, the female stated that she had friend who she wished to have in the interview, the appropriate adult was contacted and confirmed on their attendance of the interview. The use of an appropriate adult would be key for officers during the interview as the females understanding and comprehension of the officers questions would be paramount to the officers obtaining further line of enquiry (CPS, 2009). Prior to the start of the interview, the female had become very emotional and anxious towards the procedure, as she believed that she was going to jail, officers gave the female an in depth understanding of the procedure and what would result from the interview, officers reiterated to the service user that under code C of PACE, she had voluntarily attended the police station in order to help the police investigation and may leave anytime at her own free will (Police and Criminal Evidence Act, 1984). When the female felt more re-assured, the interview began, the officers' aim of the interview was for the female to disclose further information regarding the cannabis and highlight any other involvement from third parties in the control and maintenance of the cannabis within her property. The females learning difficulties and vulnerabilities were again apparent from the females comprehension of the interview opening disclosure, as well as this, initially the female disclosed her own individual ownership and establishment of the cannabis grow, however, through the officers ability to reduce questions down to a simplistic form and provide further understanding of the consequences to the answers provided, the subject then stated to officers that the cannabis grow was set-up and harvested by a third party, the subject felt this is all she could disclose. For safeguarding reasons officers ensured that the reluctance to disclose further information was not made due to fears or threats made by a third party. The subject confirmed she was not in any danger and no threats had been made, however from the subject disclosing the third party involvement officers observed a change in the manner of the female and relief in her communication. Following the conduction of the interview, the interview was closed appropriately and in accordance with force policy, as for the subject, she was debriefed on the interview and a further explanation was given regarding the next steps in the investigation. The subject was informed that contact would be made following officers discussions with their sergeant. Following this, officers briefed the sergeant with what had been disclosed and observed in the interview, following this it was decided that no further action would be

taken against the subject and that no further investigation would be conducted due to no suspects or further lines of enquiry being obtained. The subject was informed by officers that the investigation would now be closed and that all investigatory actions concerning her had now been addressed and completed, this was done to ensure the subject understood what now would happen and to ensure the code of practices were adhered to (Ministry of Justice, 2015).

To summarise, the aim of the essay was to illustrate how policing values are engaged with when dealing with a victim, witness or suspect when they come into contact with the criminal justice system. The use of a policing incident within this essay has been used to reflect on how policing values have been engaged with when dealing with an incident, whilst also highlighting the benefits of these values in order to help and support people going through the criminal justice system. Throughout this essay, these values have been highlighted as effective means of supporting a service user with differing social contexts through the criminal justice in order to value and their inclusion when entering the criminal justice system. As well as this, the use of a policing incident has been used to highlight officers consideration to victims or witness and the use of the relevant codes of practice when dealing with a criminal investigation. In conclusion, engaging with policing values when dealing with victims, witnesses or suspect is paramount to investigations and to the criminal justice system in order to ensure officers responsibilities to identify and support service users is maintained

WORD COUNT: 2253

Task 4

Relevant areas of the National Policing Curriculum:

Decision making and discretion, Conducting Investigations and Criminal Justice (Managing offenders)

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

Critically assess the situation including social and legislative contexts and any relevant cultural, ethnicity and language issues. **Reflect** on how you applied the National Decision Model (NDM) to assist in resolving this incident. **Evaluate** the role of discretion in the decision-making process.

Determine your responsibilities with regards to the provision of the CPIA when conducting this investigation including when managing the offender and suspects and recording and retaining significant information.

Illustrate how policing values were engaged particularly through **an assessment** of the potential impact of bias on the decision-making process.

2500 words (+/- 10%: include your actual word count at the end of each section)

ANSWER:

The role of a police constable encompasses various roles, these role can be reduced to further categories such as the police constables investigatory role, this role includes detecting and preventing crime and bringing offenders to justice. In order to fulfil this role, police constables have various legislative powers and guidance to ensure their responsibilities as a police constable are maintained. Building on this, legislation such as the Criminal Procedure and Investigation Act (1996) provides regulations and duties to which constable must abide by when fulfilling their investigatory. As well as legislative guidance, police constables have force policies at their disposal when carrying out their roles, these policies include policing values and the national decision model, these policies help police constables in their conduction of duties, as well as aiding their decision making. In terms of this essay, the main aim will be to highlight the factors contributing to a police constables decision making in regards to a handling an investigation. In order to illustrate this, a policing incident will be described and reflected upon to highlight the legislation and policies used in the conduction of the investigation.

The policing incident which will be used initially comes from a call received by operators from a child who had stated that their parents were arguing and that their father had begun to damage items within the address. Operators were told by the child that the arguing had begun escalating quite badly, and that there was a lot of shouting heard, the child told operators that she did not believe that any assault had occurred and did not note any injuries. Following the initial information gained, officers attended the address double crewed due on an emergency response, this was decided by officers due to the information obtained from the initial call, reflecting on this and using the national decision model, officers used the initial information and intelligence established within the call and decided double crewing would be paramount to investigating the incident due to the type of incident and due to the number of people already highlighted within the incident. The use of the national decision model is a useful tool as it allows officers to establish a more investigative mind-set when attended incidents and allows officers to make more ethical and effective actions (College of Policing, 2014). Upon arrival at the address, officers used the national decision model in order to assess the threat of risk with what information had already been obtained and what could be observed on attendance (College of Policing, 2014), In conjunction with this officers did not observe any signs of distress or disorder and assessed no immediate threats to life, because of this officers first aim would be to ascertain whether a crime had been committed and create a view of criminal proceedings (College of Policing, 2015). On the presence of officers, two women met officers outside the address, these women identified themselves as mother and daughter, with the daughter being one of the parties involved in the domestic incident. The daughter told officers her husband could be found within the property, on being told this, officers decided to deal with the both parties individually in order to prevent escalation and prevent any further domestic situations arising, the decision to separate both parties was undertaken by officers as per force policies surrounding domestic incidents (College of Policing, 2016), officers believed this would be the most effective tool in dealing with the matter, as there was nothing to suggest officers should take more formal action in an arrest and believed greater positive action would be need to be taken than a discussion and advice.

On speaking to the mother and daughter, officers noticed that both were very distressed and emotional, the mother stated to officers she had serious concerns for her daughter as there is a history of domestic incidents between her daughter and her husband, the mother also raised concerns as there are children concerned which had been highlighted by the initial call, leading on from this, the involvement of children became a factor to the officers when conducting a dynamic risk assessment using the national decision model, the presence of children heightened the level risk and was noted by officers for the need of further safeguarding (HMIC, 2014), the officers were told by the husband that his wife and her mother were using the children against him and antagonising him through saying malicious comments about his relationship with the children. To best handle the incident, officers believed the best option to safeguard the children and prevent escalation would be to remove them from the property, whilst their parents are spoken to, because of this, the children were removed from the address and re-located to their grandmothers until the incident had been dealt with. Whilst hearing the mother's concerns, officers observed the husband within the property become agitated and aggressive by what he could hear in regards to the concerns raised, officers tried to calm the husband through effective communication and use of presence from both officers, once the husband had calmed and sat down, officers believed it would be best for only the two parties to remain at the address whilst officers investigated what had occurred, because of this, the mother was told to return to her property and ensure her daughter's safety, this decision was made by officers in order to respond to the incident in line with policing values and ensure all decisions made were impartial and officers showed integrity towards the incident (College of Policing, 2016a).

On speaking to both parties individually, both remained compliant with officers and presented no resistance to the officers whilst investigating the matter. Whilst communicating with officers, both parties disclosed that the argument had occurred due to issues surrounding the financial situation of both parties, which, had escalated through the reliving of past histories of money and spending, furthering on from this both parties had explained that through the escalation the husband had become aggressive in his manner and thrown items around the living room causing damage to the room and to subsequent items within the room, this caused the argument to instil and escalate as both parties had become aggressive in the manner. The female explained to an officer that her husband

had not physically assaulted her and had made no threats towards herself, the officer did not observe any injuries towards to the female either. During her explanation of events the female remained very emotional and stated she was struggling as incidents similar to this were a common occurrence and had been very hard on herself and their children due to the husband suffering with mental health issues. The husband relayed to an officer a similar portrayal of events, the husband also stated his sincerity of his actions and also stated his own struggles with his mental health, through further questioning the husband disclosed to the officer that he had previously been under mental health care within an establishment, and furthering his departure and changes to medication has begun to relapse with his issues and struggled with his self-care. Throughout their disclosures to officers, both parties stayed agitated towards each other and continuously attempted to argue with one another. Reflecting on the officer's actions, the handling of the incident can be seen as effective due to the incident not escalating any further, as well this, the officers decision to the separate the parties had been beneficial to the investigation as it allowed a complete picture of all issues to be presented which could be necessary to forming an initial response to an investigation (Ministry of Justice, 2011).

After speaking to both parties, officers began to discuss the best course of action following their observations and disclosures received. The officers' decision of the matter had been to arrest the husband on a breach of peace, this was due to the agitation and aggravation still being apparent on officers' attendance, the officers believed also to benefit the incident the female should stay at her mother's address tonight, as her mother had stated that the children would be staying at her home tonight. The officers believed the only offence identified had been the breach of the peace, as no assault had occurred with no injuries being apparent on either parties, as for the damage caused by the husband, this did not amount to criminal damage as the items damaged were owned by the husband. The use of a breach of peace when responding to a domestic incident can raise concerns, however the officers believed the arrest appropriate and justified due to a number of factors such as a real threat of escalation, the demeanour of the male and presence of children during the incident. The female and her mother's concerns also did not amount to any criminal offences and were regarded as civil matters, which needed to be dealt with through social services. Applying the national decision model to the situation, officers believed positive action had to be taken regarding the incident as words of advice would not suffice and

believed leaving both parties in the address could result in further escalation and possible injury, building on this, the potential options were identified by officers with a decision to arrest being decided by officers (College of Policing, 2014).

Leading on from this the husband was arrested by the officer and conveyed to custody, on the way to custody the officer noted a change in the males' behaviour as he became resolute that his agitation and actions were wrongful, on speaking to the male further during his conveyance he became calm and easy in his communication. Furthermore, officers' believed that the breach of peace was now over and believed his detainment in custody was no longer needed or appropriate, because of this and to ensure positive actions were still being taken regarding the domestic incident, the male was spoken to decide whether he had anywhere else to go for the night in order to prevent returning to his home address and another argument being started, unfortunately the male had nowhere else to stay. The officers believed that due to the males' disclosure about his mental health and how he was struggling, officers decided that contacting his previous mental health care team would be beneficial for the male, in order to see if they could offer him additional support and guidance with his mental health. On contacting the mental health team, they stated to officers that the male was available to attend the mental health unit for an assessment. Following on from this, officers discussed with the male whether he would attend the mental health assessment with officers in order to safeguard himself and prevent further problems or scenarios whereby his mental health is effected, the male agreed to the assessment and was conveyed to mental health unit, whereby he was observed by officers until his assessment. The officers believed this was now the best action to take in the incident due to the concerns raised by the male, as well as this, officers now believed there was nothing further police could offer in the regards to the incident as it was now a medical incident. The decision to treat the incident as a medical incident shows further engagement with policing values, as through informed policing received from both parties at the incident, issues with the health and welfare of the male had been highlighted (College of Policing, 2016a). In conclusion to the incident, the officer had been contacted by the mental health team, who stated that the male had been assessed and would now be staying in their unit over-night for further assessment, once this had been explained to the officers, they then contacted the male's wife and disclosed to her that he would be staying overnight for his assessment, officers believed the

disclosure to the female would be necessary in order to ensure victim codes of practice were adhered to by officers and a preventative measure for the victim's safeguarding (Ministry of Justice, 2015).

To provide aftercare and further safeguarding a public protection notice was explained to the female due to the type of incident which had gone on, however the female did not wish for one to be filled in on her behalf, the female was also offered victim referral support, again however, the female did not wish to receive this support or guidance, officers made record of all the protection and safeguarding offered to the female to abide by responsibilities placed under by legislation (Ministry of Justice, 2015). Moreover, officers ensured the female understood what action and why they had been taken, as well this, officers stated to the female that although she did not wish for any additional support or protection, the details would have to be retained and recorded (College of Policing, 2015). Leading on from this, officers' believed they had completed and undertook all relevant actions in order to ensure the incident had been appropriately dealt with, whilst ensuring that all parties involved had received the appropriate safeguarding.

To summarise, a police constable has various areas of legislation and policies which can be used in order to assist them when conducting an investigation. The aim of this essay was to highlight these areas of legislation and policies by illustrating them through the use of a policing incident, this was done to show their engagement during an investigation and subsequently how the incident has been dealt with by officers. In conclusion to this, when dealing with an investigation a constable has various responsibilities provisioned through legislation and policies which help further investigations, decision making and support or decline lines of enquiry.

Word count: 2275

Task 5

Personal Development Plan / Individual Learning Plan

The second learning outcome identified in the accompanying module descriptor (BMPP 6000D) asks that you formulate and implement a personal study programme to further enhance the development of your professional police practice. A template has been added for a personal development plan that you can use for this task.

500 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 10,000 words equivalent total for this module.

ANSWER:

As part of your reflective process, please use this table to aid you in identifying the next steps for development. (To be completed at the end of workbook completion)

Area of Development	How it will be achieved	Who can provide support	Timeline
Case file building	Looking over past case files for understanding and guidance. Attending specified unit training. Ask for guidance and assistance.	Colleagues: Their experiences, look over their case files Sergeant : Understand how they deal with case files, understand how they want case files completed HUB: ascertain a further understanding and greater guidance from their area.	Continually progression, achieve confidence and experience in all case file building.
Interview techniques	Become more confident in the interview progress Achieve a greater competence in	Colleagues: Engage with their experiences in relation to specific crime. Sergeant: Ask for support and	3 Months, after HUB attachment completion.

	interview preparation Become more prepared for contingencies during interviews.	guidance in references to contingencies and methods of resolving. HUB attachment: Gain support and guidance from HUB officers.	
Out of court disposals	Gain confidence in decision making process in regards to OOC. Gain the ability to identify OOC available at incidents.	Myself; Understand the processes and ascertain a greater understanding of OOC. Colleagues: Ascertain experiences and decision making process used at incidents Sergeants: identify and discuss with sergeants relative options when dealing with incidents	6 weeks, become more accustomed with OOC disposals, attend incident whereby OOC are the desired outcome.

Bibliography

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

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Task 6

Recognition and confirmation of progress on the Occupational Competency Portfolio (OCP).

By signing the section below you are acknowledging your continuing progress on O.C.P. This is recognised by the university as work that is fully supporting this module BMPP 6000D; Professional Police Practice 3 and in signing it will be equivalent to 500 words towards the 10,000 words equivalent total for this module.

Confirmation of the progress on the Occupational Competency Portfolio (OCP).

I confirm that I am progressing with the Occupational Competency Portfolio (OCP) in accordance to the regulations.

Signed: Lincoln Ramon Burrow (Learner – electronic signature accepted.)

Date: 20/06/202

