

BSc (Hons) Professional Police Practice

LEVEL 5 - 40 Credits

Workbook title: Competency Based Workbook 3 (PCDA)

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

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FACULTY OF BUSINESS AND MANAGEMENT PUBLIC SERVICE PROGRAMME

Module title: Professional Police Practice 2 (PCDA) BMPP5000D

Workbook Guidance

Please read these notes carefully; they provide essential information.

What is the workbook for?

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

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

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

How should the workbook be presented?

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

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

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

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

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

How is the workbook assessed?

Advice and support about the completion of this workbook will be provided by university staff as part of your initial training day. Your tutor constable and in-force

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

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

Once submitted your workbook will be assessed and marked independently.

Confidentiality

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

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

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

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

NOTE

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

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

Dyslexia and other special circumstances

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

Guidance:

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

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Task 1

Relevant areas of the National Policing Curriculum: Wellbeing and Resilience

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

Consider the risks of conforming to organisational culture.

Illustrate your strategies for maintaining wellbeing and resilience.

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

ANSWER:

In this essay, I will evaluate the impact of organisational culture within policing and the strategies I have adopted to avoid myself conforming to these. I will also reflect on how I have managed and maintained my personal wellbeing and resilience whilst adjusting to my new career as a Police officer. Organisational culture is said to be 'the collection of relatively uniform and enduring values, beliefs, customs, traditions and practices that are shared by an organisation's members, learned by new recruits and transmitted from one generation of employees to the next' (Huczynski & Buchanan, 2007, p. 623).

As with any profession, there are positive and negative aspects of any role. During my short time in policing, I have met a wide range of colleagues in varying roles and have observed differing opinions on policing. As a student constable, I am extremely keen to learn and am thoroughly enjoying my role as an officer. However, there is a clear culture, mainly from officers of long service, which can negatively reflect on the organisation. As student constables, we respect and value our peer's knowledge and leadership, however by our peers adopting a negative outlook of the organisation, it is highly likely that these impressions will influence the new officers.

I understand the risks that conforming to organisational culture can bring, such as becoming complacent when dealing with incidents and developing bad habits following your colleagues' actions. I have observed officers adopting these habits and fully understand the consequences of their actions. I have witnessed colleagues begin to resent those individuals, and actively avoid working alongside them due to their complacency and lack of motivation. These individuals quickly develop a reputation for the worse and I actively ensure that I am not one of them.

I pride myself on my strong moral compass, enthusiasm, and passion for policing. I have worked hard to maintain these attributes to ensure that I have not conformed with organisational culture and

adopted a negative outlook. I have found that by instilling a happy and enthusiastic outlook has not only helped myself in dealing with some of the difficult incidents we attend but has also helped my colleagues in boosting their moral and behaviour.

The organisation is continually changing, and I have witnessed this first hand since joining the force in September 2021. A new investigative system and new disposal methods when dealing with offences have been introduced. I have noticed that the introduction of the new system is something officers with a longer service have struggled with. I have considered that this may be because they have only ever known one system, and due to technologies advancing, find it difficult to understand the operating of these programmes. To combat this, I regularly assist my colleagues with navigating their way around the new systems and take time to explain the key features. Although changes can be difficult to adjust to, I understand that it is important to embrace these changes and familiarise myself with them. I appreciate that ultimately the goal of the organisation is to assist police officers with their roles and ensure that we work more efficiently rather than making things more difficult.

Nevertheless, there are many positives of organisational culture. Something that I quickly learnt within Policing is that the people you work with are not just your colleagues, they become your extended family. A large amount of my time is spent with my colleagues, and I have attended a variety of incidents that have provoked a range of emotions such as fear, sadness, adrenaline, hysteria alongside them. These experiences have united my colleagues and I and a common coping strategy is to evaluate and discuss the incident in depth and offload any concerns we have following what we have witnessed. I strongly believe that policing is one big family, and I can honestly say that I have been welcomed with open arms.

My role as a police officer has been challenging at times to adjust to. I have had to make a conscious effort to ensure that I make time for my physical and mental wellbeing alongside navigating my new career. As police officers we are expected to work long, unsociable hours which means I regularly miss out on family events and socialising with my friends who work a Monday to Friday, 9am to 5pm shift pattern. However, it has improved my time management tremendously and I ensure that I plan my rest days well to ensure that I make time for family and friends.

In addition to the above, it can be difficult to maintain a routine as a police officer due to the varying shift patterns and late evenings. These have impacted my sleep and I have found it challenging to maintain the early morning rises that I was once doing whilst in police training. Despite that, I now understand and appreciate that I can still make time for my routines of going to the gym and exercising by managing my time in the day to ensure that I get the rest I need as well as exercising. Exercising not only helps my physical health but also my mental health, there is evidence to support my thoughts, 'People who exercise regularly tend to do so because it gives them an enormous sense of well-being.

They feel more energetic throughout the day, sleep better at night, have sharper memories, and feel more relaxed and positive about themselves and their lives' (Help Guide, 2021). Similarly, to the gym, I also take great pleasure in walking and spending time with my two miniature Dachshunds', not only is this beneficial to my physical health, but it is also fantastic exercise for my pets and allows me time to de-stress and place any concerns I have to the back of my mind.

In relation to processing certain incidents I attend, in my tutorship I found it difficult to discuss how I felt following any frightening or unpleasant encounters. However, I quickly learnt that the most beneficial way of coping with these and building resilience was to talk. Research supports my thoughts 'Even if you are simply talking to a friend or family member, or someone at work, sharing the way that you are feeling can help you to cope better' (Northern Healthcare, n.d). I built trust in my colleagues and felt comfortable to explain how an incident had made me feel and felt that they understood how I was feeling. This is something I have continued throughout my career so far and actively encourage between members of my team.

Although organisational culture is a prominent factor within policing today, I believe that with the uplift of new officers joining, with their passion and motivation to learn and succeed, this will only assist in lifting those officers with longer service. By increasing the number of police officers on the street, will not only build moral, but it will also assist with the demand on those officers on the front line now. I can sympathise with how easy it could be to conform to a negative outlook as like I noted earlier, there are negatives with any job. However, I do believe that being a police officer is one of the best careers out there and I will make it a priority to ensure that I uphold a proud, positive, and enthusiastic outlook throughout my policing career.

Word count - 1228

Task 2

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

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

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

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

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

ANSWER:

In this essay I will be discussing a domestic incident that I attended involving a male and female in a relationship. I will be using Borton's Reflective Tool to structure my essay which will assist in reflecting on the actions I chose to take, focusing on what went well and what actions weren't so effective which I could adapt when dealing with similar incidents in the future.

South Wales Police received a request for immediate attendance by a distressed female stating that her partner would not leave her address. During the 999-telephone call, the call handler could hear a male voice in the background shouting. My colleague and I were dispatched to attend the call and we arrived at the address a few minutes later.

On arrival at the address, the female came running out of the property and approached me. The female was extremely upset, she was shaking with fear and had visible injuries to her neck and face. I immediately recognized that this female was vulnerable and needed to be safeguarded. At that time, I was unsure of where the male was, and I was conscious of not wanting to take her back in to the property in case he was still present. It was at this point I began to consider the NDM (National Decision Model) which is a 'decision-making model used throughout the police service. It is designed to assist operational officers, planners, advisers and commanders to manage their response to a situation in a reasonable and proportionate way' (Law Enforcement Learning, n.d). The NDM helped me to determine what had happened to this female and the actions I needed to take to safeguard her and secure and preserve any evidence. I made a dynamic risk assessment and sat the female in the

marked Police vehicle with myself and asked her to explain what had happened. Whilst I spoke with the female, my colleague entered the property and found the male within.

The first step of the NDM is for officers to gather information and intelligence. To ensure this I asked the female to explain what had happened. She disclosed that she and the male were in a relationship and lived at the property together. The female told me that they had spent the day together and had a nice time. However, that evening they had both been drinking alcohol when a conversation had begun about an ex-partner of the female. The male questioned the female about her ex-partner and began to make allegations of adultery towards her. The female described the male's behaviour as extremely frightening and intimidating but would not disclose how she had sustained the injuries to her neck and face. I was conscious of not wanting to probe the female too much about the injuries as she was so upset and distressed. However, I also recognized how important it was that I understood the full circumstances of what had happened to ensure my next decisions were appropriate.

The female was hesitant to explain how she had sustained the injuries and blamed the cause on herself not the male. I asked the female to stay in the police vehicle whilst I entered the property to discuss the circumstances with my colleague.

When I entered the property, my colleague was stood talking with the male. The male's behaviour immediately appeared a little odd to me. He was very calm, articulate and appeared to be in good spirits. The male did not have any visible injuries and when asked to explain what had occurred that evening, he simply blamed it on the female being intoxicated and silly. I was suspicious of his account and found it difficult to comprehend how calm he was in comparison to how upset and frightened the female was.

My colleague and I discussed the incident privately and assessed the information available to us at that time. We agreed that it was of paramount importance to safeguard the female and that there could possibly be more to this incident than both parties had disclosed. I considered the powers and policies available to me and ensured that I continually maintained a dynamic risk assessment as I understood the potential consequences of my decisions. I believed there were two options available to deal with this incident. I could have either arrested the male for a Breach of the Peace, which would have enabled me to remove the male from the address and either take him to the custody suite for the remainder of the evening or to an alternative address. The purpose being to prevent any further breaches of the peace and positive action being taken. Alternatively, the other option available was to arrest the male on suspicion of Section 39 of the Criminal Justice Act 1998, Domestic Common Assault. Due to the circumstances of the incident, the distressed state that the female was in and her visible injuries, I felt that the most appropriate course of action was to arrest the male on suspicion of

Common Assault. I believed that there was enough suspicion for this arrest to be lawful and wanted to ensure that the female was safeguarded.

Following this, I arranged for an additional marked police vehicle to attend the address and convey the male subject to the custody suite for processing. I felt that it was important that the male did not see the female before being removed from the address as I was conscious of the fact that he may intimidate her, which may have made her less likely to discuss the full circumstances of the incident with me. I also wanted to prevent any further altercations between the couple.

Following the male's removal, I re-entered the property with the female with the intention of obtaining a statement and photographs of her injuries. With any domestic incident we attend, officers are expected to activate their body worn cameras. 'Body-worn cameras (BWCs) are recording devices worn by officers. They are capable of collecting audio and video data during police encounters with members of the public' (College of Policing, 2021). The female was hesitant to discuss the incident with me whilst my camera was on and as such, I made the decision to turn this off to ensure I was able to obtain the best available evidence.

I was aware of how emotional the female was following this incident and made a conscious effort to be sympathetic and patient with her whilst she disclosed details of the incident. The female consented to providing a statement however this did prove to be difficult as she was hesitant to expand on some detail. However, by instilling a patient and sympathetic approach I was able to obtain a full explanation of the incident and the female disclosed that the male had caused the injuries to her neck and face by strangulation and strikes with his hand.

I ensured that an action plan was put in place for the female, this consisted of safeguarding advice, which included details of support charities such as Women's Aid and the National Domestic Abuse helpline. I also informed the female about a mobile application called "Bright Sky", the Bright Sky app is disguised as a weather application on your mobile, however it provides support and guidance to domestic violence victims. 'Bright Sky is a safe, easy to use app and website that provides practical support and information on how to respond to domestic abuse. It is for anyone experiencing domestic abuse, or who is worried about someone else' (Hestia, n.d). In addition to these, I completed a Public Protection Notification report with the female which includes a "DASH" questionnaire which is for victims of domestic abuse, stalking or harassment. The "DASH" model is designed to 'identify high risk cases of domestic abuse, stalking and honour-based violence' (Dash risk model, n.d). Following the completion of these reports, they are shared with partner agencies known as MARAC. 'The Multi Agency Risk Assessment Co-ordination (MARAC) is how local agencies share information about high-risk domestic abuse victims. The MARAC aims to increase the safety, health, and wellbeing of victims. It also aims to reduce the risk of serious harm or homicide' (Norfolk County Council, n.d).

Due to the circumstances of the call and the information disclosed by the female, I was hesitant to leave her alone at her address for the evening as I was concerned about her mental state following such a traumatic event. I asked the female if she would be comfortable with a member of her family knowing about the incident and if she would be happy for me to call them to be with her. The female agreed and with my assistance was able to tell her sister what had happened.

Following my departure from the address, I returned to the police station and updated the occurrence on our specific policing system. I understand how important it is that with any incident involving a vulnerable person, the incident is updated fully with the circumstances and all safeguarding paperwork is submitted. This ensures that the relevant partner agencies can contact the female in a timely manner to offer any support she may need and should there be any further calls to the address, attending officers would be able to read the previous occurrences fully and understand any history between the couple.

On reflection of this incident, I am very pleased with how I managed the call. From the beginning this was an intense and volatile situation and I believe that if I hadn't taken the time to discuss the circumstances of the incident with the female, and consider my powers and policies, the outcome may have been different. I placed the female's safety at the forefront of my mind, and I believe that I provided her with the best service I could have. As with all incidents, there are always some actions that I would improve next time, and in this instance, I feel like I should have entered the property with my colleague. Neither my colleague or I knew who would be facing us within, the male could have been extremely aggressive or have been in possession of a weapon and my colleague went in alone. It's difficult to know what action would have been for the best, the female was extremely upset and frightened and I recognized that she needed to be safeguarded, however my colleague was theoretically going into that address blind and could have been hurt. This is something that I will consider with all calls going forward and hope that I will be able to make a dynamic risk assessment to ensure that not only the victim is safe but my colleagues and I also.

Word count - 1781

Task 3

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

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

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

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

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

ANSWER:

In this essay I will be evaluating theories of team dynamics. I will specifically focus on how these theories assist in building team cohesion and the reasons why some teams struggle to do so. In addition, I will be considering how and why inter-personal conflict can occur between a team and how this could result in a failure of complying with the high professional standards within the Police force. I will also explore the tools that can be adopted and utilised to prevent this and improve team dynamics.

Police forces across the United Kingdom have and are currently recruiting a high number of new student constables. In 2019, the current Prime Minister Boris Johnson, made a pledge to the residents of the United Kingdom that he would create a new recruitment drive for an additional 20,000 police constables. His aim, to protect the public, reduce crime and for there to be a higher presence of officers along the streets. These recruitment drives have seen a variety of individuals from differing walks of life joining police forces.

Although the recruitment drive has been a fantastic opportunity for many, it is inevitable that with so many new officers, there may be a fall in team dynamics. I believe this could be due to the high number of staff turnover, for example new officers joining teams and then having to leave to go to another team, officers with differing life experience and ages, lack of confidence or perhaps a little too much confidence. All these factors intertwined could affect a team's dynamics and possibly prevent the team from developing and building cohesion.

Team dynamics are described as 'the behavioral relationships between the members of a group. The dynamic between them includes how they interact, communicate, and cooperate with one another. How well your team is able to do these things directly influences what it can accomplish' (Osborne, 2020).

There are a number of theories and models that have been specifically designed to assist with building and improving team dynamics and cohesion. The Tuckman Team Model is one of the most popular methods in improving and building team dynamics. His theory states that there may be four stages of team building, these being, forming, storming, norming and performing. 'Bruce Tuckman's model describes how the team members first come together, welcoming, polite and not a little wary, how they descend into conflict while establishing their positions, how the boundaries are eventually and sometime tortuously established and, if all goes well, how the team reaches a place of stability where it can perform to the best of its combined abilities' (Wilson, n.d).

Another theory which was developed to increase effective teamwork was the Richard Beckhard's GRIP Model. 'Originally developed in 1972, the model outlines four interrelated components of highly effective teamwork' (Last, n.d) which are goals, roles, interpersonal and processes. Beckhard's model states that the members of the team must be fully committed and understand the goals of the team and organisation. The roles must be clear, and each team member should know what role they play and their individual responsibilities. Team members must communicate effectively, by doing so they will build stronger working relationships, building trust and fostering understanding and sympathy when needed. This being key in preventing any conflicts or upset within the team. As a police officer myself, I can envisage how Beckhard's model would be extremely effective within the dynamic of a team within the police force. Police officers all have the same goal, to protect the public and reduce the amount of crime occurring on our streets. However, I have noticed first-hand how our roles can become misconstrued and some officers with a longer service may resent officers with less experience. As such, this can begin to cause conflict between team members. I believe this is due to the fact that newer officers do not have the understanding and knowledge that the officers with a longer service have. I can understand how the influx of new officers and the lack of experience can be frustrating for them; however, I believe there needs to be a change of mind set, officers should appreciate that the new officers are there to learn and ultimately help make their jobs easier and offer support.

Team cohesion 'refers to a team's ability to effectively work as a whole towards a common goal. It also means that the team's members want to contribute to the team's ability to work well together' (Career guide, 2021). If a team is lacking in cohesion, there are a number of ways this can be improved and developed. Strategies such as effective communication, 'team cohesion can be

increased by adopting good communication practices. Open communication encourages team members to voice their concerns, ideas and efforts and resolve conflict more quickly and efficiently' (Abbas, 2022).

Working in conjunction with communication, it's important to hold team meetings regularly. Within the police force, at the beginning of each shift we have a team briefing, during this time our Sergeant will state the expectations of the shift that day, discuss any pressing matters or concerns and it provides my colleagues and I the opportunity to raise any of our own personal concerns. This works well within our team and often encourages individuals to communicate and share humorous moments. In addition to this, my sergeant will also take this time to celebrate any success we have had as a team and notify us of any development opportunities that may have risen.

With any role which requires one or more individuals to work together, the potential for conflict to arise is fairly high. Conflict can arise when 'individuals have differing interests, values, opinions, and they cannot find a middle ground' (Totempool, n.d). As police officers, we are usually strong characters with resilient mind sets. The mixture of these characteristics may develop into inter-personal conflict between colleagues and if not resolved in a timely manner, could develop into a serious issue. Inter-personal conflict can occur if a team are unable to communicate effectively, for example if an individual is unhappy with how another member of the team is behaving, this can escalate to resentment if not brought up and discussed immediately. As I noted above, with strong characters there may be a clash of personalities, not only can this affect those individuals but also the team members around them.

There are two inter-personal conflicts that I believe are relevant to the police force which are policy conflict and value conflict. 'Policy conflict is when individuals have a different approach to a particular situation' (Totempool, n.d). In a policing context this could be when dealing with an incident, individuals may have different opinions on the actions that should be taken, and this could be due to a difference in education or perspective. This is something that could be very difficult to manage and if clear communication and understanding isn't used, could escalate quickly. Value conflict can 'occur when individuals involved have diverse value systems' (Totempool, n.d).

Differences in values are common and what some individuals feel are important, others may not. This is no different in policing, however within reason our values should align. As police officers we are expected to follow the code of ethics and ensure that our actions are in line with policies and procedures. 'The Code of Ethics was produced by the College of Policing in 2014 in its role as the professional body for policing. It sets and defines the exemplary standards of behaviour for everyone who works in policing' (College of policing, n.d). Team dynamics within the police force could result in failings if there is a lack of communication, professional standards and understanding

between colleagues and therefore it is crucial that individuals work together as a team.

Nevertheless, some officers may fail to comply with these professional standards and as such, this can have a detrimental effect not only on their teams but the organization. These failings can also impact the public's trust within the police force.

It's of paramount importance that individuals vocalise their concerns if a colleague is behaving in a way which is failing to comply with the code of ethics and ensure that this is brought to the attention of senior managers to prevent any serious failings within the organization. Police forces across the UK are continually scrutinized and this is highlighted within the press on a regular basis. An article supporting this statement "Never before have so many of the 43 local forces been judged to be failing at the same time" (The guardian, 2022).

There are strategies that could be implemented to improve individual and team performances and prevent the above conflicts occurring. These being colleagues communicating openly and clearly. Often, conflict can occur due to lack of communication between individuals and by ensuring that this is upheld will endeavour those colleagues are open and honest and have clear understanding of what is expected of them. In addition to this, it is important that individuals show their colleagues empathy. It's completely normal for someone to have a bad day, and it's important that colleagues are there to offer support when necessary. As I noted earlier in this essay, there is some negativity from some officers with longer service to the newer officers joining the force. It's important that they don't allow these feelings to protrude and understand the value that these officers can bring to the organization. Not only will this benefit the team but also that individual, a negative mindset, and outlook will ultimately affect their attitude also.

This essay has highlighted a wide range of team dynamics and how these can prevent a team from developing, yet similarly how team cohesion can be built with a little understanding and communication. Overall, I truly believe that the police force withholds a strong ethic with regards to team dynamics and cohesion and from my own experience, I've been welcomed with open arms to the organization and my team, and this is something that I will ensure I take forward with me in my career with any new colleagues I meet.

Word count - 1683

Task 4

Relevant areas of the National Policing Curriculum:

Policing the roads, information and intelligence and conducting investigations.

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

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

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

ANSWER:

In this essay, I will be reviewing the role of a roads policing officer and how their presence can be used as a deterrent to criminal activity. I will also be reviewing the technology available to assist these officers with their roles and the information that can be shared via these platforms. In addition to this, I will be exploring how information and intelligence developed with regards to criminal activity and specific offenders is used to disrupt criminality on our roads in the United Kingdom.

In the United Kingdom, all police forces have a specialised roads policing unit. The police officers working in these units are highly skilled in their profession and undertake comprehensive training to be able to conduct their role. A roads policing officers' role is to 'enforce road traffic laws and seek to detect and deter other illegal or dangerous activity on the road' (Brake, n.d).

Police officers have a range of powers available specifically to enable their control of vehicles on the road. Section 163 of the Road Traffic Act 1988 provides a police officer with the power to stop a vehicle, 'a person driving a mechanically propelled vehicle on a road must stop the vehicle on being required to do so by a constable in uniform or a traffic officer' (College of Policing, n.d). Police officers can stop any vehicle that they may have suspicion to believe are driving in an illegal manner or have been involved in any criminality. When an officer stops a vehicle, there are several checks that can be carried out to identify the vehicle's details and the drivers' details. These checks are conducted via a PNC check. 'The Police National Computer (PNC) is a national database of information available to all police forces throughout the United Kingdom. Information held on the PNC allows police forces to carry out checks, for example, on a person's criminal record or vehicle registration' (HMICFRS, 2018). In my role, I regularly use the PNC to ascertain details of offenders and vehicle details. The PNC has proved to be invaluable and regularly assists me with uncovering criminal activity and unlawful

ownership of a vehicle. An example of this being an incident I encountered where whilst on mobile patrol in a vehicle, I sighted a vehicle driving in an anti-social manner. I conducted the relevant PNC searches and on receipt of these searches I ascertained that the vehicle had been stolen earlier that day. I activated the blue lights on my vehicle to indicate the need for the vehicle to stop, however the vehicle sped off in a dangerous manner. In my role, I am not pursuit trained and I immediately stopped my vehicle and did not follow it further. I alerted the control room of the vehicle and the registration number, and this information was then passed on to the specialist traffic officers to assist further.

In addition to the PNC system, we have other fantastic technology available in the UK such as Automated Number Plate Recognition. The functionality of the ANPR system is to 'help detect, deter and disrupt criminal activity at a local, force, regional and national level. This includes travelling criminals (those using the road network to avoid being caught), organised crime groups and terrorists. ANPR provides lines of enquiry and evidence in the investigation of crime and is used by forces throughout England, Wales, Scotland and Northern Ireland' (Police, n.d).

ANPR cameras are located at fixed locations as well as fitted in specialist police vehicles. When a vehicle passes an ANPR camera, the time and location of the vehicle is logged and 'the VRM is then checked against a number of databases, including local and national police databases, such as the Police National Computer (PNC) and those supplied by the Driver and Vehicle Licensing Agency (DVLA) and Motor Insurers' Bureau (MIB)' (NPCC, n.d). A vehicle of interest can be placed on the "hot list" on the database and officers will be alerted immediately if the vehicle is sighted on an ANPR camera. A key feature of ANPR is the immediacy of the alert when a vehicle passes, by providing a real time alert, this means that officers are deployed right away and increases the chances of locating the vehicle.

'ANPR has proved to be important in the detection of many offences, including locating, for example, people wanted for arrest or missing, witnesses, stolen vehicles, uninsured vehicles and uncovering cases of major crime' (Police, n.d).

Following on from the incident regarding the stolen vehicle that I discovered, the ANPR technology was utilised in order to assist with locating the vehicle. The registration number that I provided was placed on the "hot list" and observations provided to officers in the area. A short time later, the vehicle passed an ANPR camera and highly trained traffic officers attended the area and located the vehicle. Using their specialist skills, they were able to stop the vehicle and detain the male driving. Without the assistance of the ANPR system, the vehicle may not have been found that day with the added result of the driver being detained and arrested.

ANPR is regularly used as an investigative tool within police investigations. An incident investigated by South Wales Police in 2019, involving a predatory male posing as a taxi driver who sexually assaulted a young female, was convicted with the assistance of ANPR footage of his vehicle. The vehicle he was driving at the time of the assault was captured on ANPR cameras and assisted in his conviction at Crown Court. The article states 'the alarm was raised and following painstaking trawls of CCTV and using ANPR technology, Mikuckis was traced and arrested' (South Wales Police, 2021).

'By using ANPR for information and intelligence, the police state they can combat crimes within a police force area and tackle those affecting more than one force. Using intelligence across police forces can play a vital role in tackling regional crime activity, serious and organised crime and terrorism' (NPCC, n.d).

Building and collecting information and intelligence is an integral part of policing and is key to the prevention of criminal activity in our communities and on our roads. Information and intelligence can be collected by a range of sources. These include, 'an open source (publicly available information such as social media), covert human intelligence sources, undercover officers, law enforcement partners in the UK and overseas, security and intelligence agencies, private sector reporting and members of the public' (NCA, n.d). The intelligence is then developed and evaluated by specialist officers which 'enables the credibility of the information to be established and informs the proportionality of tactical options' (College of policing, n.d). The information and intelligence will then be shared with partnership law enforcement agencies and will be added to intelligence slides within police forces. This will ensure that police officers are aware of this information and are able to make informed decisions when necessary. In addition to this, intelligence can be added to police forces local investigative systems. This information will then be visible on criminal records and may assist police officers with their investigations.

The National Crime Agency is one of the leading agencies within the UK that are continually collating and developing intelligence in relation to criminal gangs. They develop 'intelligence, coordinate the national intelligence picture of serious organised crime and disseminate and share intelligence with partners in the UK and overseas. It can also be disseminated to/shared with partners who can use it to complement their own intelligence or to take immediate action' (NCA, n.d). The National Crime Agency are dedicated to protecting the public and work tirelessly to disrupt criminal activity. Their focus being organised and serious crime, they regularly publish articles with information relating to successful operations that have been conducted and arrests that have been made. In a recent operation, three men were arrested in Birmingham on suspicion of being involved in human trafficking and modern slavery. A senior investigator stated "Our investigation is focused on a crime group suspected of trafficking mainly Vietnamese migrants into the UK illegally. The victims would be

transported often hundreds of miles across the country and then put to work in cannabis farms” (NCA, 2022).

The example above makes it clear that criminal activity on our roads in the UK does not end at road traffic offences. There are a wide range of serious and organised crime conducted via our roads, such as drug smuggling, county lines, human trafficking, child sexual exploitation to name a few.

Drug smuggling into the UK is a considerable threat to the country and the National Crime Agency are working hard with partners such as Police forces, Border Force etc to target these criminal groups. In 2020, a male travelling via Ferry to Dover was stopped by Border Force officers. When questioned regarding his whereabouts and his recent travel, he disclosed to officers that he had been staying at a hotel in Germany. However, when asked to provide proof of this, he was unable to provide any proof of travel or accommodation. Officers conducted a search of his vehicle, and over £720,000 worth of heroin and cocaine was located hidden in the car door panels. ‘The male was subsequently charged with attempting to import class A drugs and convicted in June last year, following a four-day trial at Canterbury Crown Court’ (NCA, 2022).

This essay has provided an insight into the types of criminality occurring via roads within the UK and the fantastic technology and police work that is being conducted to target these criminal groups. Although serious and organised crime is a considerable issue within the UK and continues to be the most prevalent criminal issues to date, the advancing technology and specialist equipment available can only assist with the detection of crime and aid the capture of these criminals.

Word count - 1635

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	High 8-10	Low 1-4	Med 5-7	High 8-10	
Prisoner Handling			8	4			To date, I have interviewed four prisoners, one of these alone. I do not feel very confident in my knowledge when dealing with prisoners and the processes following interview. Due to this, I recognize that I am reluctant to put myself forward to deal with prisoners. Specific – I understand that being confident and knowledgeable when dealing with prisoners is a key aspect of my role

							as a Police officer. I would like to improve my understanding of the processes used to deal with prisoners, such as bail applications, remand applications, out of court disposals etc. Measurable – I will make a conscious effort to put myself forward to deal with prisoners. I understand that I will need to do this in order to build my knowledge and confidence. Attainable – I believe that this will be attainable. We regularly have prisoners handed on during shift hand over. I will also be placed on an attachment with the hub department, who deal specifically with prisoners. I recognize that this will be fantastic learning experience. Relevant – Prisoner handling is a key duty as a Police officer. I understand that to improve my confidence and knowledge will only aid my development for future roles. Timely – I intend to build my knowledge over the next 12 months. I hope that I will feel much more knowledgeable by this time. Additionally, I do recognize that this will be a continual process and I will build upon my knowledge throughout my tenure.
SKILLS	Low 1-4	Med 5-7	High 8-10	Low 1-4	Med 5-7	High 8-10	I recognize that as a student constable, my skill set is fairly basic and as such I would like to

To broaden my skill set and attend additional courses							build upon this and develop myself. Specific – I understand that it's important that I work towards building and gaining new skills. This will assist me with development in the future and into new roles. Measurable – I will make a conscious effort to apply for courses of interest to me. I will keep note of these on my individual training record. Relevant – I understand the importance of developing and building a strong skill set. There are a variety of roles within the police force, and I recognize that by attending additional courses will aid my prospects for the future. Timely – I recognize that this will be a gradual development as I will only be able to attend courses when viable in line with my day-to-day role. However, I am confident that I will be able to attend such courses over the next 12 months. I have already attended a SOFR course which now means I'm a qualified Sexual offence first responder. To date, I am the only officer on my team to have trained as this.
EXPERIENCE	Low 1-4	Med 5-7	High 8-10	Low 1-4	Med 5-7	High 8-10	Specific – I am aware that my experience as a Police officer at this time is limited. I have only been in the force as an officer for a year and am continually learning from each incident I attend. I
To build my experience by attending a variety of incidents and		7		4			

attachments with specialist departments						am beginning to become more confident and will happily take the lead when attending calls, however I am mindful to seek a second opinion when needed. This is something I hope that I will improve on with time and experience. Measurable – As noted above, I recognize that my experience is limited. In order to build this, I intend to arrange attachments with specialist departments of interest to me. I will measure my progress with this by making a record of all attachments on my training record. Attainable – I believe this will be attainable. With each incident I attend, I take a learning outcome from it. I work in an extremely busy sector with a fast-paced environment. However, I am aware that this will be a continual process throughout my career. Relevant – This goal is relevant to my role as it will not only benefit myself to be more experienced but will also benefit the force and the public. I would specifically like to arrange an attachment within the Public Protection Unit. I have a strong interest in the work conducted by the department and particularly enjoy attending domestic incidents. I find the completion of PPN's interesting, and the
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						partnership working between the department and local agencies fascinating. I hope that any skills learnt there I may be able to use on response or may aid my development in future. Timely – I will try my upmost to achieve these goals in the next 12 months. As noted previously, I am due to attend several attachments over the next 12 months and hope to benefit from these.
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The bibliography should only include sources referenced within the workbook using the Harvard referencing system. Information about referencing in written assignments and how to avoid plagiarism can be found on Moodle. It is important that you are aware of the importance of ensuring that the work submitted is your original work.

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