

Graduate Diploma Professional Police Practice

LEVEL 6 - 40 Credits

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

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

Learner name: Matthew Bowen

Learner's University Registration Number: 2236252

FACULTY OF BUSINESS AND MANAGEMENT PUBLIC SERVICE PROGRAMME

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

Workbook Guidance

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

What is the workbook for?

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

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

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

How should the workbook be presented?

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

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

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

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

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

How is the workbook assessed?

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

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

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

Confidentiality

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

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

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

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

NOTE

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

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

Dyslexia and other special circumstances

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

Competency Based Workbook 2 - Learner Workbook

Guidance:

- Your workbook must contain items 1 - 5 below (in the order given).
- You should use the pro-forma to insert your text within each section.
- Note that this module has 2 components with each weighted at 50% of the overall 100% marks total.
- You should upload your completed document as a saved pdf file of this workbook; if this is not possible then a Word Doc file is acceptable. Do not send a scanned file from a photocopier, an apple.dot file, or a Microsoft publisher file as Turnitin will not be able to assess them, despite you being able to upload them.

Contents

Component 1 50%	Area of Professional Practice	Word count
Task 1	Vulnerability and Risk Evidence-based policing	2000
Task 2	CHOOSE ONLY 1 OF THESE 'ADVANCED LEARNING AREA' OPTIONS. IT SHOULD BE ONE THAT HAS BEEN AGREED WITH THE FORCE TO STUDY IN YEAR 2.	All options are 2000 words
Task 2		2000
Option 1	Response Policing	
Option 2	Policing Communities	
Option 3	Road Policing	
Option 4	Information and Intelligence	
Option 5	Conducting Investigations	
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Task 1

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

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

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

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

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

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

ANSWER:

During my second year of independent patrol, I became involved in a neighbourhood issue where an individual had become targeted due to his sexuality and appearance. The victim had recently undergone a gender reassignment and had been relocated to this area, due to being targeted at his previous address. According to research *"In 2018/19, the police recorded 14,491 sexual orientation hate crimes (up 25% compared with the previous year), 8,256 disability hate crimes (up 14%) and 2,333 transgender identity hate crimes (up 37%)"* (Wales, 2018).

Upon arriving at the address of the incident my colleague and I approached the alleged victim, who had contacted the police stating he had been attacked by his neighbour. After taking details from the alleged victim, we proceeded to investigate the nature of the call and spoke to the neighbour who had allegedly attacked the victim. During this it came to light that the alleged victim had targeted the neighbour due to his sexuality and change in gender and the neighbour had used self-defence against him. He then disclosed to us that he was reluctant to move to this area because he knew many of the neighbours and that they had frequently targeted him over his ethnicity and sexuality over the last few years. Once gaining this information, my colleague and I reported back to the alleged victim who admitted he did have an altercation with the neighbour because he had been acting out due to a recent bereavement in his family. He disclosed that he has

learning difficulties and thought he should ring the police because he was assaulted, despite what had taken place previously. He then stated that he knew his neighbour from a previous address and that he felt his neighbour liked to cause trouble and that this happened on numerous occasions.

When discussing the incident, it became evident that both parties knew one another from the previous address and had previous issues. According to research *“In 2018/19, the police recorded 14,491 sexual orientation hate crimes (up 25% compared with the previous year), 8,256 disability hate crimes (up 14%) and 2,333 transgender identity hate crimes (up 37%).”* (Wales, 2018). Despite these numbers rising, many people fail to report such incidents due to lack of understanding around hate crimes and their own human rights. There are many potential barriers to victims not reporting their hate crime which include internalisation, lack of awareness, fear of consequences and lack of trust in the Police (Mason et al., 2017). This outcome completely changed the circumstances, and it was evident that the alleged victim, was indeed the subject and the neighbour was the aggrieved in the matter. Due to this it was valid that I used the Victims Code of Practice, which is enshrined within 12 rights, which enables victims of crime to be treated in a respectful, sensitive, and professional manner without any discrimination (Ministry of Justice, 2005). The Victims Code focuses on how police officers should communicate with victims of hate crime and ways to help them feel supported (College of Policing, 2021).

Due to the nature of the incident, my colleague and I suggested the form of restorative justice (an out of court disposal) based on the incidents which both parties agreed and were willing to sign the document. Due to this now being also classed as a neighbourhood issue, my colleague and I also decided to notify our local neighbourhood police team to patrol the area. The neighbourhood police officer can provide a presence, whilst building trust and confidence and safeguard vulnerable individuals within the community and prevent them from becoming victims (College of Policing, 2023). Restorative justice was decided by my colleague and I as the best form of action to take as both parties had committed offences. According to the Restorative Justice Council (2016) this practice can involve both a proactive approach to preventing harm and conflict and activities that repair harm where conflicts have already arisen.

Once the document was signed by both parties, my colleague and I went back to the property of the victim to ensure he was happy with how this had been dealt. However, when my colleague and I went back into the household, the individual had self-harmed, was in despair and said that he wanted his life to end due to the extreme stress and abuse that he has received over the years. My colleague and I then escorted the individual to hospital because health is priority and police cannot act on information whilst someone's health is in decline, and they must be in the right mental state of mind. Here we had to follow the Mental Capacity Act 2005

(MCA) which recognises mental capacity and vulnerability and how to respond to individuals that are suffering (College of Policing, 2016). Another guideline that is crucial to use when spotting the signs associated with vulnerability is to use the THRIVE approach – ‘threat, harm, risk, investigation, vulnerability and engagement.’ Applying the THRIVE approach requires following four steps that support officers to identify vulnerabilities and deliver the appropriate policing response, irrespective of the crime committed (College of Policing, 2021).

Once the male had received treatment in hospital, he conveyed that he was happy with the outcome and stated that he would complete the restorative justice programme and now felt safe that our local neighbourhood police team (NPT) would have been made aware and will be patrolling the area more often. Having NPT work closely with communities, helps to build upon and enhance the role of the police to reduce crime and anti-social behaviours (Office, 2004). Building a good relationship with communities can support the vulnerable as the police can develop a better understanding of the communities needs, risks and threats and provide an ongoing dialogue. They can also focus on reassurance and harm reduction and use a targeted approach by identifying the people at risk of harm and intervening early (Neighbourhood Policing, 2021). Despite this, it can be argued that there are not enough resources to cover and support the vulnerable by using NPT, as there are not always enough officers to monitor disputes and thus protect vulnerable people. According to Neighbourhood Policing (2021) *“While most offenders commit only one or two minor offences, estimates suggest 10 per cent of active offenders commit around 50 per cent of all crime. Targeted enforcement may deliver some short-term results but is likely to be more effective alongside targeted support that offers prolific offenders a way out of crime.”* In contrast, research also suggests that focusing on people and the communities who are most vulnerable to anti-social behaviour and encouraging them to take a role in looking out for one another is an effective way to support the vulnerable (College of Policing, 2021). Therefore, this shows that despite not being the main problem solver of crime and supporting the vulnerable, neighbourhood policing can support changes in the local community and provide safety to those who experience hate crime and anti-social behaviour and can prevent repeat victimisation and offending.

It was suggested to the victim that CCTV, or a ring doorbell can support him when answering the door to unknown people. If there is a perpetrator that they do not recognise in the area that harasses them due to their lifestyle choices, we would be able to obtain CCTV footage and could possibly use our facial recognition software to locate those that are causing public unrest within the community. *“RFR is used after an event or incident as part of a criminal investigation. Images are typically supplied from CCTV, mobile phone footage, dashcam or doorbell footage or social media. These images are then compared against images of people taken on arrest to identify a suspect.”* (Gov.uk, 2023). This could also deter

any further victimisation and repeat offending as this provides evidence against them.

Another approach in supporting or managing vulnerable people that can work alongside having NPT work closely with vulnerable people, is having a Public Protection Notice (PPN) to be issued. This is a formal document that records safeguarding concerns about a vulnerable person. This is a tool that is used when making a safeguarding referral and shares information with the local authority and third partner agencies. An example of an agency that could support this victim would be 'Stonewall' that helps people with LGBTQ+ (HMICFRS, 2023). Having a PPN put in place allows the vulnerable person to liaise with partner agencies, so that they can have support that links to the incident and have advice to support them with how the incident has impacted their day-to-day life. It is important for agencies to have cooperation to help reduce cases slipping through the safeguarding system (College of Policing, 2015). In contrast to a PPN, Multi-Agency Safeguarding Hubs (MASH) are an example of safeguarding practices that support and help reduce victimisation by organisations working alongside each other, sharing information. They aim to reduce victimisation by identifying the vulnerability at the earliest opportunity (HMICFRS, 2023). Despite MASH being available, there is evidence to suggest that as MASH has such a high demand, their available resources are questionable when safeguarding vulnerable people at the earliest opportunity (Shorrocks, McManus and Kirby, 2020).

As this was not the first time the victim had encountered hate from the offender, using the Restorative Justice approach would enable the victim to have a voice and to explain the real impact of their crime on their mental health and their life, thus hopefully diminishing any further problems. As both the victim and the offender agreed to participate, this felt like the best approach to solve the incident and puts the victim at the heart of the justice process – providing a huge step in moving forward in recovering from the crime (Restorative Justice, 2016). Despite this being the action taken during this incident, it can be argued that due to the offender previously committing hate to the victim, that an arrest would have been the best possible outcome. However, as this has not been previously reported to the police and the victim felt that the Restorative Justice approach was suited to his needs, this was the best possible outcome. This will mitigate conflict in the future, decrease the threat, risk and harm and provide the victim with a voice during the process. Restorative Justice can tackle repeat victimisation as it has the power to influence future offending such as, delivering the motivation and community participation and by empowering families and friends of the offenders to play their role in social control (Strang and Sherman, 2006). According to Farrell and Pease (2003) most repeat victims are not victimised again once an appropriate action has been taken and the victims voice has been heard.

Upon reflection of this incident, it is evident to see that there are many approaches to support vulnerable people during differing incidents. However, I feel that the way in which my colleague and I dealt with this incident provided good support to the victim, as it gives them a voice throughout the Restorative Justice process and promotes awareness for the subject, so that they will avoid being a repeat offender. Police officers must determine the most appropriate, or effective prevention strategy for preventing revictimisation and this can change due to the nature of the crime such as domestic violence and anti-social behaviours. Combining good crime data and careful and applied analysis, that identifies patterns of repeat offenders and victimisation offers opportunities for achieving significant reductions in crime (Pease, 2002).

Word count: 1,910 words.

Task 2

Choose 1 of these 5 options to answer

(Note for officers who have an interest in becoming a detective and wish to specialise in this role, you **MUST** choose option 5)

1. Response Policing.
2. Policing Communities.
3. Road Policing.
4. Information and Intelligence.
5. Conducting Investigations.

Task 2 Option 1:

Relevant areas of the National Policing Curriculum:

Response Policing

A core part of the policing mission is to prevent crime and disorder. Domestic abuse causes both serious harm and constitutes a considerable proportion of overall crime

You should choose **a domestic abuse incident that was of a complex nature**, in which you played a significant role in providing a response.

Critically assess the challenges associated with a domestic abuse incident that you have attended, and the strategies developed for effective policing in such challenging situations.

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

ANSWER:

I have previously attended a domestic abuse incident where the call summary that was provided, stated that a male had called in over fear that his husband was going to hurt him after he had had too much to drink and threw a door handle at him. According to the Office for National Statistics (2024) "*Latest statistics from the CSEW for the year March 2024 showed 4.8% (approximately 2.3 million people) had*

experienced some form of domestic abuse in the last 12 months in England and Wales.” Upon attending any incident, especially a domestic abuse call, it is crucial that we gained as much information about the call given. This is set out by the victim’s code of practice, which includes a right to offer support to victims when they report a crime to the Police. This includes an initial victim needs assessment, which helps identify those who are entitled to receive enhanced rights (College of Policing, 2021). It was crucial to know whether this was a recurrence, or a first call from the victim and subject involved.

Upon arriving at the scene, both males were stood outside of the property and appeared to be upset. It was essential that my colleague and I assessed the safety needs for the victim upon approaching and continually assessed this throughout the case, as improving a victim’s safety is key in a domestic abuse call and will help raise their confidence in confiding in us (The Crown Prosecution Service, 2020). One male (the subject) approached my colleague and I first and stated that he would like to explain what had happened. It was evident to see that the male was intoxicated and on high alert from the incident and wanted to speak to us before the victim. This can be common during domestic abuse calls as many perpetrators try to deny and deflect their actions and assume a victimised role themselves, often known as DARVO, which in turn can change the victim’s statement and cause them to retract their initial phone call and cause for concern. DARVO (Deny, Attack, Reverse Victim and Offender) can lead people to perceive the victim to be less believable and possibly responsible for the incident themselves (Harsey and Freyd, 2020). As we were aware of the nature of the call, our strategy was to gather both parties inside, before discussing the incident that had taken place. It was crucial that once inside the property we needed to split them up from one another to give them the opportunity to speak to separate officers about the circumstances that had taken place that evening. It is important that the victim has an opportunity to talk to officers away from the subject, so that they can talk in confidence without fear of being overheard and having a chance of continuing threat to the victim’s safety. In some cases, they may feel that if they are heard discussing the events that have taken place that evening, or previously then there may be threat to their life, or the lives of others around them (The Crown Prosecution Service, 2020). Therefore, providing an opportunity for the victim to disclose any information in a safe space, away from the perpetrator is an essential strategy that provides the victim with as much support as possible and helps us to build a fair case.

Once provided the safe space to confide in us about the incident, the victim to the incident disclosed that him and his husband had had a verbal argument due to his husband having too much alcohol and being intoxicated. This then led to his husband becoming aggressive, ripping off the doorhandle to the door and throwing it at him. Researchers have noted that domestic violence and alcohol abuse frequently occur in the same households and intoxication is a great contributing

factor in domestic abuse cases (Rogan, 2014). When disclosing this to myself, the victim stated that he did not want to pursue the complaint and did not want his husband to be prosecuted. He stated that he loved his husband and that his husband had a problem with alcohol and struggles with his sexuality. This can cause problems when building a case for domestic abuse and keeping the victim as safe as possible, as victims can excuse the aggression from the subject and use the intoxication as excuse for the behaviour (Leonard, 2001). According to research, the Police receive a domestic violence call every 30 seconds and it is estimated that less than 24% of domestic abuse crime, is not reported to the Police (Refuge, 2017). This statistic could be argued that domestic victims do not report because of fear for their abuser and that they believe their abuser is also struggling, in this case with alcohol. Therefore, it was crucial that the victim was aware of their rights and entitlements and that they knew they deserved to feel safe in their own home.

Upon talking to the subject, they disclosed to my colleague that he had had too much to drink, and that was what had caused the argument. He stated that they argue over alcohol consumption often and that he did not intend on hurting his husband when he ripped off and threw the doorhandle at him. This can be argued that the subject was using DARVO (as previously stated) and trying to minimise the incident, to blame the use of alcohol for his actions and mitigating the behaviour by downplaying the damage and possible injury to his spouse (Domestic Violence Common Risk Assessment and Risk Management Framework, 2021). It was important for us to remain impartial to the incident and ensure that all the facts and details were established so that the right outcome could be made (Local Government Association, 2008). As a result of the findings, the subject was arrested for DV Criminal Damage, as the property they were residing in was not his, but his husbands – the victim and he had deliberately destroyed and caused damage to his husband's property (Williams, 2019). There is no single crime of 'domestic abuse,' but there are many crimes that falls under the category of domestic abuse such as, criminal damage, assault, and harassment (Gov.uk, 2019). Despite the victim not experiencing a physical assault, it could be argued that the subject did intend on hurting the victim during this incident, as he threw the doorhandle towards his. However, this was not the case, but the subject did damage the victim's property, and this is what we arrested for.

Throughout the incident, it was vitally important that my colleague and I used the National Decision-Making model (NDM) to help us assess any risks, impact factors, to safeguard the victim and how to gather the best form of evidence before making a consensus decision in how to proceed with this incident. The NDM method allows police to structure a rationale of what they did during the incident and why (College of Policing, 2023). Despite the victim not wanting to press charges, he supported our decision to arrest and understood that his husband's

actions should have consequences. A negative statement was obtained from the victim, as they did not wish to talk further about the incident and did not support a police prosecution (Nidirect, 2015). Most domestic victims do not report, or act upon their abuse because of fear for the abuser's motive, which is usually to gain power and control of the individual. The abuser can ensure that they have complete control over the victim and the relationship (Dugan et al 2013). However, protecting vulnerable people and victims of domestic abuse is a priority for us when attending calls and despite facing the challenge of the victim not wanting to give an official statement or to press charges, it was evident we needed to take long-term safeguarding action and support the victim further (HMICFRS, 2019). Therefore, we submitted a Public Protection Notice (PPN) on behalf of the victim, which is a tool that is used when making a safeguarding referral and shares information with the local authority and third partner agencies (HMICFRS, 2023). We also offered the victim 'a victim focus' referral. South Wales Victim Focus offers support to victims of a crime and are not a part of the police. They provide free, confidential help and support to those who need it (Vaughan, 2023). The victim declined the Victim Focus support and agreed to refer themselves later in the future if needed. In contrast, if the victim had wanted to make a statement and press charges against the subject, we would have posed bail conditions onto the subject and would have mitigated any potential further offences. This would ensure that the subject would reside at an alternative address to the victim and prevent them from contacting one another (Whyte, 2018).

Due to the victim not wanting to peruse the case, the subject was released, and no further actions were taken against him. When these decisions have been made, it is important that this is clearly communicated to the victim involved in the case under The Victim's Code of Practise, as previously stated, which means they're entitled to an advanced service (Ascent, 2020). Following on from this incident, an alcohol awareness course was provided to the subject. This aims to reduce the risk of repeat alcohol-related crimes, including violence towards his spouse and is an early intervention to protect the victim from further abuse and to support the subject with their problems with alcohol and aggression (Centre for Justice, 2024). It is important that support is given not only to the victim, but also to the subject themselves. Some perpetrators see themselves as victims and may be worried about their own abusive behaviour (Respect, 2022). Supporting the subject will hopefully reduce any further incidents and will thus protect the victim further.

Upon reflection on the incident, it is clear to see that domestic abuse incidents provide many differing challenges for officers attending. A possible challenge officers may have to overcome, is that some victims may fear that they will not be believed or will be treated differently once they speak about their experiences (Lark, 2023). This also coincides with victims being too scared to speak out in fear of their perpetrator and what consequences may occur due to them speaking out. As previously stated, some perpetrators may use 'DARVO' to try and change the

perceptive of their abuse and make it seem as though they're the victim to the abuse. As Police Officers, it is vital to look out for these signs and ensure that the safety of the victim is paramount during the initial incident and investigation that will follow. It is evident to see that by removing the victim from the perpetrator and providing them with an opportunity for them to speak clearly and in confidence, promotes them to feel safe and able to confide in the Police Officer. During an incident it can be challenging to establish how long someone may have been experiencing abuse, what the nature of the abuse is and whether any previous abuse has been reported (HMICFRS, 2019). Therefore, it is essential that the victim feels safe enough to disclose this to the Police Officer and offer any additional occurrences with the perpetrator. This also highlights the importance of the police gaining as much information about the call given, before attending the scene.

Wordcount: 1,900 words.

Authentication signature:

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

Signed: M.Bowen

Date: 05/08/2024

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