

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.

Contents

Workbook	Area of Professional Practice	Word count
Task 1	Wellbeing and Resilience	1250
Task 2	Decision-making and Discretion Vulnerability and Risk Public Protection	1750
Task 3	Maintaining Professional Standards Leadership and Team-working	1750
Task 4	Policing the roads Information and intelligence Conducting investigations	1750
Task 5	Individual Learning Plan	1500 equivalent
	Total	8000
	Bibliography	

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:

I achieved Independent Patrol Status in early April 2022. My tutorship as a Police Constable had taken place within a divisional response team in Cardiff. South Wales Police is the principal police force in Wales serving 1.3 million people which equates to 42% of the population of Wales whilst only covering around 10% of the geographical area of Wales. Cardiff is the capital city of Wales. (South Wales Police).

Prior to joining South Wales Police as a Police Constable. I had spent close to two years as a Special Constable within the force and actually served in the sector I served now. My role as a Special Constable meant that I had the same full police powers, equipment and uniform that any other police officer would have. Committing a minimum of 16 hours a month, I would work alongside my regular colleagues doing the same job as I do now, albeit without the pay at the end of the month. (Special Constables). In January 2022, levels of employment in the United Kingdom dropped by 424,000 with figures dropping further throughout the year. Unfortunately, I was included in these figures and was made redundant in the run up to the first lockdown. Deciding to make the most of a bad situation I chose to take on the role full time which put in good stead for my time as a Police Constable. (Powell. 2022).

This experience I feel set me in good stead for understanding the roles, responsibilities and consequences of working within a uniformed public service. In an article published by the London School of Economics it states that "volunteering offers you the chance to find out what interests you and have a clearer idea of what sort of job you're looking for". (Wilson, 2022).

I would have to whole agree with this statement as I have been able to come into the role as a Police Constable with much more confidence and competence than I feel I would have done otherwise.

When reflecting on the impact of organisational culture within policing on my wellbeing and resilience, I need to ask myself a number of questions.

Organisational culture refers to the values and beliefs that exist within an organisation and to that of its staff that can affect their attitudes and behaviours. (Yafang, 2011).

One characteristic of police culture is that policing is more than 'just a job' with officers believing that they have a worthwhile and importance role to play in society. (Brough, 2016).

This is one statement that I entirely agree with and the idea that the job because more of an identity then 'just a job' is something that I have had to contend with in my time as a police constable. In the UK, the most common surname is Smith, this name dates back to the Middle Ages when a person's job would be their defining characteristic and in name become their literal identity referring to blacksmith, gunsmith and locksmith for example. In our modern lives this is no longer the case and the Pandemic has allowed us to evaluate what is important to us and make changes that we otherwise might not have. (Morgan, 2021).

When joining the police service, you make a pledge to conduct yourself in line with the 9 policing principles which are Accountability, Fairness, Honesty, Integrity, Leadership, Objectivity, Openness, Respect and Selflessness. These standards reflect what the public and the professional body have of the those working in policing and this applies both inside and outside work. (College of Policing, 2014)

Organisational culture can be defined as the way that things are actioned within an organisation including the unwritten rules that influence group behaviour and attitudes. Factors that can influence this culture are the structure of the organisation, the processes by which the work is carried out and the behaviour and attitudes of the people involved. (Understanding Organisational Culture, 2015).

The role of a police constable is a unique one because they are afforded powers both when they are on and off duty. As a result of this officers may seek to avoid people who find them intimidating or oppressive leaving their choice of acquaintances restricted. Police officers are also required to maintain a high level of morality around their civilian acquaintances which has the potential to make social encounters difficult. Should a police officer fail to maintain that level of morality they risk the consequences of being accused of hypocrisy which could ultimately lead to disciplinary action. Another, common way in which policing culture has shown to have an effect on officers' domestic lives is through stress. (Coombe, 2013) The definition of stress according to the National Health Service is the body's reaction to feeling threatened or under pressure. Whilst it is very common and can be motivating to help us achieve in our daily life, too much stress can affect our mood, our body and our relationships. (NHS)

Research has attributed stress levels increasing among police officers to an increase in public expectations and decline in support from colleagues as well as the pressure of constant monitoring. It is also suggested that the decreased levels of social support and the cynical outlook towards police culture by impeded the use of positive coping mechanisms. (Coombe, 2013). This is something I personally feel

has had an affect on my life as there often feels to me that there is a standing acceptance that it is acceptable to behave in a negative way towards police for no reason other than the uniform we wear. I struggle to consider any other occupations that would regularly be subject to abuse as often as a police officer and statistics for work-based assaults show that Police officers fall at around 10% reporting being assaulted which is double the sample average. (Jones, 2010). From my own personal experience, the level of behaviour directed towards police officers is well and above what would be considered acceptable to many other professional fields and the culture of it being acceptable to continue has resulted in it being adopted as the status quo and therefore likely to be under reported.

For me to illustrate how my strategies to maintain my wellbeing and resilience comes down to one primary method of coping. That is for me to love what I am doing. According to an article published by Forbes, one of the largest advantages that a person can have over their competition is to enjoy what you do. If you enjoy what you do, your motivation to improve is innate rather than forced and you find it easier to work it. (Selk, 2014) Thankfully, the vast majority of the role of police constable is something that I enjoy immensely and because of that I am able to focus on the positives which helps reduce the mental consequences associated with the negative aspects relating to the work in which I do. The article published by Selk goes on to provide an example that someone who thinks to himself in the car on the way to work "I'm so lucky I get to come into work everyday and do what I love," will be more likely to start the day in a better mood and increase his productivity. (Selk, 2014).

A study by Uusiautti goes on to explain that fostering organisational virtuousness, i.e. honesty and interpersonal respect and compassion and combining high standards of performance improves employees affective wellbeing. (Uusiautti, 2021). The positive to this approach is when I am performing well and achieving positive results in the work environment, it contributes positively towards my mental health and wellbeing. However, when I encounter negative situations that push my resilience to its limits, this is likely to have a larger effect on myself then officers that would have different coping strategies.

(Word count 1296)

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 the response to this question I will be providing an example of a domestic related incident that I have attended and my reflection on how I made decisions to complex and unpredictable circumstances utilising dynamic risk assessments.

I will be evaluating decisions that I have made and my use of the National Decision Model in order to explain the process that I have undertaken in order to correctly deal with the circumstances and properly safeguard the individuals involved. This will include the consequences of those decisions.

The dynamic risk assessment is a process where a person continually assess the hazards and risks in their environments. They are typically used in high-risk or rapidly changing environments. (Dynamic Risk Assessments, 2023)

The example I would like to refer to is one of an abandoned 999 call made to the public service centre in which sounds of a disturbance had been heard but no direct request for police had been made. This call had been passed to myself and I had confirmed that I would be attending. It is at this point where my first use of the National Decision Model process would take place.

The National Decision Model and how it is utilised in every decision that is made as a Police Officer no matter how big or small.

The national decision model or NDM for short can be applied to an individual or team or people, to both operational policing incidents as well as non-operational

situations and is used in both planned operations as well as spontaneous and dynamic incidents. (National Decision Model, 2015)

The National Decision Model is broken down into six key elements. These are listed as: -

1. Code of Ethics
2. Gather information and intelligence
3. Assess threat and risk and develop a working strategy
4. Consider Powers and policies.
5. Identify options and contingencies
6. Take action and review what happened.

These titles provide officers with the necessary considerations to make positive decisions no matter the circumstances. The first part of the model sits the code of ethics. These are comprised of 9 Policing Principles and 10 Standards of professional behaviour which all officers have to abide by. They include but are not limited to such things as Accountability, Fairness, Honest & Integrity as well as Respect and Selflessness.

At this point in the incident, I am travelling to the address and I am beginning to gather information and intelligence. Things I am considering is the location to the address and travel time, The context of the emergency call and the persons involved. I start by requesting more information from the call handler looking for any warning information on the people involved or the address, of which on this occasion there were warning markers for domestic violence taking place at the address previously and that both a male and female were known to police residing at the address and that the male was known to be violent towards police officers.

With this information provided, I have moved on to step 3 which is assessing the threat and developing a working strategy. I have deemed that the immediate threat is likely to come from the male involved and it would be important to maintain diligence around him should he be present. My initial plan would be to attend and gain access to the address in order to check on the welfare of the occupants. This would be done by separating all parties and gaining accounts without the other persons being present. My intention by doing this would be to establish any offences with a potential victim free from the influence of their potential abuser.

I would also at this stage be considering my powers and policies in relation to attendance. On arrival I have approached the address and knocked the door. On doing so I have been clearly able to hear raised aggressive voices inside the address. My primary hope is that someone would answer the door in a timely fashion at which I will be able to easily enter the address. Should that not happen I have considered the utilising powers of entry including Section 17 of the Police and Criminal Evidence Act which states that a constable may enter and search any premises for the purpose of saving life or limb. (PACE, 1984) Given the risk of serious harm in a domestic related incident I would be justifiable in taking this action.

I am also afforded a power of entry under common law powers to prevent a breach of the peace as cited in Section 17(2)(6) of the Police and Criminal Evidence Act

which states that nothing in Section 17 as a whole affects any power of entry to deal with or prevent a breach of the peace. (PACE, 1984)

In this example, the male party has come to the door and whilst initially has been reluctant to allow entry, on using communication skills to defuse his hostility he has allowed us entry to the address. On entering my colleague has remained with the male whilst I have proceeded into the living room to speak to the female who was sat down there. The female looked very distressed and there was clear signs of a disturbance in the address. I have began engaging with the female when it has become apparent that she does not speak much English. With this causing an obvious obstruction to communication I have been able to establish which language she does communicate in and using my mobile device have contacted our translation services in order to gain that first account. Language Line was founded in 1982 by a former police officer and is now able to provide 24/7 assistance to officers in potentially life-threatening situations. (Police & Criminal Justice, 2023) I have been able to quickly establish that there had been a disclosure of an assault and been able to provide assurance and support via that third party that we would do everything we could to help which I would not have been able to efficiently do without their help.

At this point I have established that there has been an offence of common assault that has taken place between who I now know to be husband and wife. Common assault and battery is covered by Section 39 of the Criminal Justice Act 1988. It is a summary offence and is completed when a person inflicts violence on another person. (Criminal Justice Act, 1988) It comes with a power of arrest providing that I have a necessity of arrest inline with Code G of the Police and Criminal Evidence Act 1988. In this instance the necessity's would be to allow a prompt and effective investigation by means of interview the subject and to prevent the person from causing physical injury which could take place should officers not act by arresting the subject. (PACE Code G, 2022)

I have then approached the subject who was in the other room and indicated to my subtlety of my intentions before stating to him what the time was and that he was under arrest on suspicion of assault before cautioning him. I have told him the necessity of arrest prior to placing him in handcuffs. The application of handcuffs is allowed through the police power of Section 117 of the Police and Criminal Evidence Act which states that a police officer may use reasonable force, if necessary, in the exercise of the power. (Section 117, 2017) I am also afforded a power under section 3 of the Criminal Law Act 1967 which states A person may use such force as is reasonable in the circumstances in the prevention of a crime, or in effecting the lawful arrest of offenders. (Criminal Law Act, 1978). By placing the suspect in handcuffs in this point I have been able to affect the lawful arrest of him and prevent him from committing any other offences whilst in my care.

In this instance the suspect has been compliant and the arrest has gone smoothly whilst it is worth noting that through the entire process where I have been taking action I have constantly vigilant and preparing to react to any deviation from the plan in order to successfully affect the arrest of the subject.

On evaluating the incident, I can say that I am happy with the way it went. Whilst the incident itself went smoothly I consistently span the National Decision Model with each bit of information that I acquired to used the model to ensure that I was making the best decisions possible under the circumstances. I have needed to do so to ensure the safety and welfare of all involved, perform initial investigation of the incident and then taken firm and decisive action based off of that information which ultimately safeguarded the victim.

Following the incident, I have needed to document actions taken in various formats. Our computer system has a robust facility for documenting actions taken and a comprehensive update has been placed on in order for the next officers that would be dealing with this call would be able to see concisely what has and has not been completed and provide them with the best opportunity to progress the investigation. On this occasion this would include inviting the victim in to provide a statement relating to the incident in the presence of a interpreter. My electronic pocket notebook will be updated with relevant information and notes that I had taken at the time along with a formal statement provided detailing the disclosures made to me by the victim along with the exact actions taken by myself and the justification for each step.

The decision to deprive a person of the liberty by means of arresting someone is no small decision to make. Article 5 of the Human Rights Act 1998 states that everyone has the right to liberty and security of person. (Human Rights Act, 1998) I have been able to justify making the arrest on the basis that by not taken swift and immediate action the risk to injury of the victim would be unacceptable. In my opinion the decision is both a legal and ethical one and has allowed the first stages of properly safeguarding the victim. The consequences of my actions on that evening would be that the suspect in the case would have been interviewed and subsequently charged for the assault and entered the criminal justice process for his offences and the victim in the incident has been provided the support and opportunity to escape what would likely been an abusive relationship.

(Word Count 1763)

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 the content of this question, I will be evaluating theories of team dynamics as a means of developing cohesion within a team. I will be looking at reasons why some teams cannot function and ways to improve team cohesion.

I will be considering why inter-personal conflict can occur within a team and outline what strategies can be adopted to enhance individual and team performance. I will also touch on how team dynamics within the police service can result in failing to comply with professional standards requirements.

The definition of teams is described as two or more individuals interacting interdependently, dynamically and adaptively towards a common goal. Each member would have a specific role to fill within the boundary of the team. (Shuffler, 2018)

One theory relating to team roles that warrants evaluation is the Belbin's Team Role Theory. Meredith Belbin, founder of the Belbin theory would state that regardless of the situation, teams may function differently with no one team having the same processes, procedures or even code of conduct. Within a team, each individual member may perform a different role with those individual roles contributing towards success or failure. When things do not go to plan there can come conflict which can lead to failure to meet deadlines or breakdown the entire process. Belbin would conclude that if each member of a team understands the role they have within a team's ecosystem it is easier to assess and identify the strengths and weaknesses and ultimately assess the abilities of the team and improve. The bulk of Belbin's

theory would conclude that there are nine work styles that may apply to one or many team roles. These roles are broken down into, Resource investigator, Team worker, Coordinator, Plant, Monitor evaluator, Specialist, Shaper, Implementer and Completer Finisher. Belbin concluded that this theory does not mean that you need a team of nine people as a single person might display qualities from multiple roles. However, a good balance of these individual strengths is what you require for a successful team. (Belbin, 2021)

The breakdown of the team roles are as follows. A resource investigator would be someone who is the 'idea head'. This person would bring in fresh and new ideas to the good and be excellent at brainstorming. The negative to the investigator is that they may lack the ability to follow through with tasks. The team worker would be the person who binds the whole team together. The team worker would be good at resolving conflicts and willing to assist with other people's problems to ensure the work gets done. Team worker's struggle with being in a team members bad books and may not criticise an idea that they don't agree with. Coordinators are mindful of overall team goal who help herd the team in the right direction. They may delegate and assign work and as a negative may delegate so much that they do not have anything left to do. Another role is described as the plant. This is someone who will come up with a solution to a complex problem. They are usually creative and able to come up with unconventional solutions and can be prone to overlooking the finer details. Role five is the monitor evaluator. Typically, the strategist of the team. This person would possess a discerning eye and make judgements with careful consideration. There would be no bias or logical explanations, but they may take a long time to reach a decision. The next role is the specialist. Every time requires a specialist who knows about significant aspects of the tasks. Specialist knowledge helps teams come up with creative ideas but can know too much which may suppress others with similar knowledge. Shapers are the motivators of the time. They keep everyone hyped and help with high-pressure deadlines and meeting them. Sometimes they can push too hard and create friction within the team. Implementers are the planners of the team. They plan what needs to be carried out. They can be efficient and organized but can be inflexible when it comes to accommodating different work styles. The final role is the completer finisher. This person is the one who makes sure that the deliverables are in good condition and are the quality control element to the team. (Belbin, 2021)

As detailed in this theory, a well-rounded team displaying these qualities can produce good team cohesion and effectiveness. The issues may arise from when the team may comprise of an unbalanced number of type or the negative qualities of the types outweigh the positives.

Another theory surround team dynamics is the Tuckman Theory. Developed by Bruce Tuckman, it details the 4 stages of team development which it names as Forming, Storming, Norming & Performing. The model describes how teams first come together in a polite and wary manner before descending into conflict when establishing positions and how the boundaries eventually are established where the team would hopefully reach a place of safety.

During the Forming stage, each member will focus on the leader whilst accepting guidance from them and maintain a polite but distant relationship with others. During

this stage It is important that the leader provides a positive role model through this stage. The second stage is detailed as Storming and is often a difficult time for all. Team members are likely to be concerned with the impression they are making with the project in hand and battling with a number of feelings and emotions. It is at this stage that there is a danger of factions forming and members becoming isolated. Norming is the stage which can indicate a positive and effective team. It is a positive and exciting time for members where the roles and relationships are now established and the people can now concentrate on the jobs now rather than finding their roles within the team. The performing stage is all about the team working well. It may present healthy conflict but a type that does not damage the fabric of team relationships. (Wilson, 2018)

Whilst there are many positives to a diverse skilled workforce, inter-personal conflict can occur in even the best teams. There are a number of reasons why conflict may occur within teams. Poor management, unclear job roles and inadequate training are common factors. Personality clashes coupled with unresolved workplace issues, bullying and harassment can be major causes of conflict within teams. (Managing Conflict) When leaders are encountering these type of problems there are a number of strategies that can be employed in order to improve the situation. The first of which is establishing clear channels of communications between all parties. Whilst communication is important, comprehension is more so and without that there is a potential of a large margin of error for understanding. It is important to be transparent regarding performance expectations. Without a clear understand of expectations, it can be hard for team members to know how they are performing and or where to focus their efforts. Clarifying role and task expectations is another area that can contribute to organizational conflict. It is important that all team members are aware of their roles and responsibilities and understand the process for when a situation where conflict is developing and how to get it resolved. (Laker, 2022)

When looking specifically at team dynamics within the police service a started point would be looking at the benefits that come with teamwork. Teamwork can increase effectiveness and safety within teams. It can strengthen both communication and morale between its members as well as make the team more successful. (Bergner, 1997)

Police corruption is a fairly hot topic in modern day culture. A leading scholar has defined police corruption as 'an action or omission, a promise of action or omission, or an attempted action or omission, committed by a police officer or a group of police officers, characterized by the police officer's misuse of the official position, motivated in significant part by the achievement of personal gain.' (Newburn, 2015)

In a report made by the justice inspectorates, they found that when asking police officers and staff they confirmed that they would recognise prejudicial and improper behaviour and knew how to report it. Many women however stated that they were used to tolerating a degree of such behaviour before reporting it and that some were worried that should they make a report there would be repercussions. This kind of behaviour obviously falls far below the code of ethics and professional standards and is a major concern for police forces. The report would go on to state that forces currently struggle to easily identify conduct matters involving prejudicial and

improper behaviour and this is something that could be addressed by standardised definitions of this type of behaviour. (HMICRS, 2022)

In summary, it is clear to see the importance of teamwork within the police service and how the individual characteristics of the police constables that form that team have on how success that team truly is. By recruiting the right candidates at the initial point of entry to the service, you invite people with the necessary skills in order to have positive impacts on those teams. As with all walks of life, there will be challenges in putting the right people in the right places and their positive interactions. Personalities will clash and people will end up in places that they either flourish or flounder. The importance is put on the leadership in charge of those officers to direct, support and encourage them onto the right path and maintain discipline and order when it does not go to plan. By leading from the front, and becoming a positive role model, to become the benchmark when it comes to ethics, legal understanding and discipline and to empower the officers to stand up and speak out when they witness something that they know falls below the standards expected from a police officer. Whilst it is clear there is still room for improvement within the police service, it is also clear that there are many procedures, policies and agencies with its sole purpose in improving the standards that all police officers are expected to adhere to and route out the ones that fail to uphold that high standard.

(Word Count 1700)

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 question I will be looking at how information and intelligence can be used in the disruption of criminal activity in relation to the effective policing of the roads. I will be taking a look at a number of types of crime including county lines and drugs smuggling and explaining what roads policing is and its role in assisting with other specialist agencies in its disruption. I will also be outlining exactly what Automatic Number Plate Recognition or ANPR is and how it can be used in the disruption of crime as well as an investigative resource.

Roads policing role in the UK is one that covers a large area of tasks. The division is made up of advanced police drivers who are authorised to the standards prescribed in the Police Driving Curriculum and qualified to respond safely to incidents using advanced performance vehicles and are able to employ specialised tactics. (Police Driving, 2020) The Roads Policing Unit or RPU's objective is to deter and detect illegal, careless and dangerous behaviour on the road. They seek to educate and change the attitudes of road users, identify and remove dangerous vehicles as well as identify offenders and the causing of collisions and will generally respond to collisions on the road where there is further safety risk. In addition to this, through either directed or as a consequence of their duties, they prevent and disrupt other forms of crime. (Joseph, 2020)

County Lines is a term used to describe organised criminal networks involved in importing and exporting of illegal drugs throughout the country. They use dedicated mobile phone lines and exploit children and vulnerable adults to move and store the drugs. These people will utilise public transport and the UK road network in order to accomplish this. (County Lines, 2019) A massive amount of resources have gone into tackling County Lines which begins with officers on the streets identifying people and locations involved with County Lines and submitting intelligence reports which in turn informs other officers of activities that they might not be aware of otherwise. This information is collated on both local police systems that are usually force

dependant and also national systems such as the Police National Database and the Police National Computer. The Police National Computer or PNC is a system that shares and stores criminal reports information across the UK. Police services are able to use it to access information that can support local, regional and national investigations. (PNC Services, 2022)

One set of information that is included in the PNC database is vehicle information. The bulk of the information is essentially a collation of the Driving and Vehicle Licensing Agency or DVLA's database. This database will contain the vehicle registration mark, chassis number, make, model colour as well as insurance information relating to the vehicle. In addition to the information supplied by the Driving and Vehicle Licensing Agency there is also a facility for police services to add operational markers to associate with the vehicle. These markers can be varied and may include warnings such as firearms, weapons and drugs information which is directly relevant to officer safety.

The Police National Computer also is directly tied into the Schengen Information System. This system is one of the largest and most widely used information sharing system for border management and security in Europe. Police are able to enter and view alerts on objects such as vehicles as part of a PNC check and by doing so are able to be alerted to offences that might have occurred hundreds of miles away in other countries. (Schengen information system, 2022) An example of which could be a stolen vehicle taken in France but being located in Scotland. If information was only held on local systems, this vehicle may never be found but with effective information sharing via the Schengen system officers in Scotland would be alerted to the vehicles involvement and action could be taken.

The Automatic Number Plate Recognition system or ANPR uses technology to detect and disrupt criminal activity on a national, regional and local force level. It has an effect on all forms of criminality including organised crime groups and travelling criminals. It is both a reactive and a proactive tool that can both alert police services to ongoing incidents and as an investigative tool in order to track criminal movements over a large period of time and locations. Automatic Number Plate Recognition works by means of as a vehicle passes a dedicated ANPR camera its registration number plate or VRM is read and instantly checked against a database of vehicles of interest and an alert is made should one be detected. A record of every vehicle that passes by these cameras is stored which includes vehicles that are not at the time of reading of interest. This allows police services to retrospectively investigate vehicle routes should they become interest in the future. It is believed that around 60 million ANPR records are created on a daily basis.

Automatic Number Plate Recognition cameras come in two forms. Static and mobile. Mobile cameras are typically fitted to police vehicles and are directly linked to the vehicle meaning that the operator can in real time be alerted to a vehicle that passes them and respond immediately. Static cameras are located along primary routes typically and not only span motorway networks but are also found in specific locations in towns and cities to capture entrance and exit routes into those locations. Mobile ANPR cameras hold the advantages of being used and deployed as and when they are needed and often in specific places decided based off operational requirements. There is also limited cost to moving them. The disadvantages of

mobile ANPR damage is that they are prone to damage and can be less reliable when reading number plates. They are also dependant on the proper function of the vehicle that they are attached to. Fixed ANPR cameras have the benefit of being function 24 hours a day, 7 days a week. They provide accurate readings and extended coverage and can be a cost-effective way to monitor an arterial route. They are however limited to deployment in one fixed location and can be expensive to repair should things go wrong. Their deployment is also heavily scrutinised and require large amounts of vetting prior to their installation. (Haynes, 2009)

As with all forms of data capture, there is a large amount of scrutiny put on those who operate and control them. In regard to operators, these are typically in police and intelligence services and have to receive special training and authorisation to operate and are carefully monitored to ensure that they have official investigative purposes. For new cameras to be installed, there is a very stringent process in which justification for a clear need needs to be made. This could include national security relating to terrorism concerns, serious and organised crime interests and a strong justification that their installation will help reduce and prevent crime from taking place in that area. (ANPR, 2020)

Whilst ANPR is useful at tackling crime in real time, when you begin to look at its potential, it is far more than just this. Careful analysis of information can identify past, current and predict future patterns of behaviour and if properly used with local intelligence systems can provide valuable information into investigations. ANPR also has the ability to speed up investigations, particularly in major crimes and provide critical leads that otherwise could take a longer period if discovered at all.

A study conducted by Nottinghamshire Police looked at a series of ANPR cameras installed on major routes in the Bassetlaw area. The research showed that there was a reduction of burglaries of 36% in the area in the year directly following their installation with a further 41% drop between 2014/15. This was deemed a positive impact on the people living in the area who were subject to a disproportionate amount of burglaries for the otherwise low crime levels of the area. (Millard, 2021)

In a study conducted by the University of Huddersfield a number of people were asked about concerns regarding ANPR and its affect on crime. 83% of respondents stated that that they were concerned ANPR would not be effective due to counter-measures used by criminals to avoid being identified. It would also go to state that there was a concern that it could create further offences such as car thefts for robberies and number plate thefts. Further to that there will also be the limitation of the number of cameras needed to fully tighten a net around a given area. It is unlikely that there would ever be the resources to put an ANPR camera on every road leading into a city, which will also mean there are avenues from criminals to exploit. (Haynes, 2009)

In conclusion, the addition of Automatic Number Plate Recognition into the toolbelt of modern policing is one with a large scale application to the improvement in detection and investigation of offences both originating on the road and utilising the road network to facilitate its continuation. The police intelligence and information systems that are regularly utilised to build up larger pictures of criminality both locally and nationally able to be paired through the use of ANPR to develop intelligence to

the movement of people and vehicles on these levels which can develop further intelligence on a subject or allow proactive and reactive action by police services in stopping criminality in the process of actioning a crime. Whether that be stopping a vehicle on the M4 motorway that is carrying drugs from London to Cardiff, pursuing a vehicle involved in a burglary away from the incident location or as part of an investigation to trace people involved in any number of offences.

As with any technology that can be deemed to infringe of peoples human rights, it will come under scrutiny but as demonstrated in its deployment there are conclusive safeguarding and security measures to prevent the abuse of the system and to ensure that it is used for its purpose alone. The hope that public confidence can come with its proof of concept and the transparency of how it functions can all but follow.

(Word Count 1703)

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	I believe that knowledge of the role is critically important to being a police officer and therefore would rate it as 8 as required. Critically evaluating my current knowledge of the role that I am currently doing I would put myself around the 6 mark in some areas. I have what as been stated as very good knowledge of roads policing and I would

							agree that it is a positive area to my knowledge. I intend to develop my knowledge of less common offences and ensure that I take every opportunity to improve myself moving forward.
SKILLS	Low 1-4	Med 5-7	High 8-10	Low 1-4	Med 5-7	High 8-10	I would deem skills within policing to also be an important aspect of the job and would rate it at 7. I have continued to develop where I can in this period of my career and have been able to undertake response driving course, intoxiliser course as well as booked onto taser course in the next month.
EXPERIENCE	Low 1-4	Med 5-7	High 8-10	Low 1-4	Med 5-7	High 8-10	Experience is a tough one as it is something that develops on an ongoing basis and something that never really stops. I deem it to be that the more experience the better the officer and would consider myself moving in the right direction with around 4 years policing experience at this stage of my PC career when including my previous roles. I would deem the important to be 8 and my level to be 7. I will take every opportunity to learn and develop where possible.

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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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