



Prifysgol Cymru  
Y Drindod Dewi Sant  
**University of Wales**  
Trinity Saint David

## **BSc (Hons) Professional Police Practice**

### **LEVEL 5 - 40 Credits**

#### **Workbook title: Competency Based Workbook 2 (PCDA)**

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

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**Learner's University Registration Number:  
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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](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](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 3          | <b>Maintaining Professional Standards<br/>Leadership and Team-working</b>                | <b>1750</b>            |
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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:

This essay will discuss wellbeing and resilience within the work place following achievement of independent patrol status and how the impact of organisational cultures may affect a person's wellbeing.

Now that I have achieved independent patrol status, I have realised that it is essential to retain personal values whilst working in a wider organisational culture as it can have a large impact on a person's mental resilience.

I believe wellbeing relates mostly to how you feel and cope with things at work and I have come to realise how a wider organisational culture can have a massive impact on your fulfilment and sense of pride in the workplace.

I personally believe that in a profession such as policing, it's important to be able to maintain your own morals and remind yourself of your own personal beliefs whilst upholding the law and dealing with the public (Gov.UK 2018).

I have been very lucky to land on two great teams so far during my time as a response officer, but I have certainly had my eyes opened to pressures that some officers who are "young in service" may face when navigating the challenge of "fitting in" when joining a new team.

As with any profession, people may change their own morals to fit in with a group of people as they seek out an "easier time" in the workplace.

I have come to understand that within the role of policing there can be many risks from conforming to cultures in the workplace.

For example, as a student officer attempting to gain independent patrol status, it can be very easy to be "led astray" as you have spent so much time one to one with your individual tutor, that when you begin to work with others, you may pick up bad habits or behaviours.

Unfortunately, in many instances, the attitudes and behaviours can be passed down very easily from tutor to student as the student is doing their best to navigate the difficult and forever changing world of policing.

This is demonstrated by the lack of training given to tutors in comparison the major student uptake in England and Wales (Polfed.org 2021).

There is a varying difference between forces in relation to tutor training, which has a clear negative impact on the information being passed down to student constables attempting to achieve independent patrol status.

I have found that when entering a career such as policing that you will come across situations where you simply do not know how to act or behave and so you find yourself looking to others on your team and imitating their behaviour and the way which they respond to incidents.

This can unfortunately lead to picking up bad habits from officers who have been in the job for a long time, where their morals in relation to handling incidents may have dipped slightly in respect to organisational standards and expectations due to their individual experiences and personal beliefs.

Further to this, student officers or officers with very little service are going to find it difficult to stand up against behaviour which they deem incorrect or inappropriate as they fear this may impact the way that they are perceived by their team or individual members of their team.

It is important to remind ourselves that we must stand up for what is right within our organisation and ensuring that we represent the police service to the highest possible standard in line with company policies and procedures.

The definition of organisational culture to me means the way that the organisation or group of people representing that organisation portray themselves with regards to behaviour and morals and how this organisational culture can then be passed down on to new and existing members of that organisation (Louise Woffindin- 2023).

From personal experience, I understand that the way that employees or members of an organisation choose to conduct themselves often reflects the way people think or feel about an organisation.

This is relevant in the world of policing due to the way officers' actions and behaviour can affect the opinion of the public and change the way in which we interact with civilians (Abi Hobbs Et Richard Brown -2023).

Unfortunately, the public have less trust in police than ever before, so by conforming to organisational cultures, the public perception of the police service will never improve.

On the other hand, to maintain my wellbeing and resilience levels, I like to participate in activities which improve the culture within my place of work, for example, optimistic thinking, learning from mistakes and setting realistic goals within the workplace in order to improve and further my abilities (Indeed, Et al- 2024).

I believe that the one of the most important ways to develop is realistic goal setting and the impact it can have on an individual's self-esteem within the workplace is immeasurable, but more so, how realistic goal setting can benefit the entire team by creating a happier environment in the workplace.

Furthermore, I make use of strategies such as utilising my free time by spending it with family and friends. Not only is this a great way to distract myself from work and its associated stresses, but it also allows me to spend my free time doing something positive in fun in a pressure free environment (Gowtham Srinivas- 2023).

I have found that it is essential to partake in daily tasks such as this in order to alleviate worries and stresses and I firmly believe that it allows me to lead a happier and healthier life, which is reflected in the workplace.

However, along with wellbeing, it is essential that I continue to develop my resilience in relation to organisational cultures.

This meaning, I have quickly come to realise that although I am "young in service" I must make every effort to maintain my integrity and honesty within the workplace, whilst standing up to organisational cultures which I know do not comply with force policy or my own personal beliefs.

There is a clear and concise difference between opinion and right and wrong and as a police officer I must stand up for what I believe in whilst also making sure the law is upheld. I understand that not only am I accountable for my actions, but I have a sense of responsibility to monitor the actions of my colleagues as this can have a wider impact on public perception of police officers in general as most members of the public do not see a human being, but instead, the uniform which that person is wearing (Gil Richards-2022).

In summary, I believe that the impact of organisational cultures within the workplace are significant and can be completely overwhelming. It takes a great deal of determination and confidence to do the right thing and to always maintain the highest standard of conduct. However, I feel that due to the methods in which I have reflected above, this has allowed me to prevent myself from conforming to these cultures and instead allowed me to adapt only to positive ones.

**WORD COUNT: 1174 WORDS**

## 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:

This essay aims to discuss a domestic incident in which I have attended where I faced language issues when dealing with the subject, victim and witnesses and how I overcame these challenges to deal with the incident effectively. I will pay specific attention to my decision making and rationale for choices made, whilst outlining potential consequences.

Whilst on a night shift on response, I have attended at an address on an emergency response with five other members of my team, where the neighbours had complained that they could hear screaming and loud music coming from their next-door neighbour's flat. Initially this is anticipated to be a noise complaint, however on route to scene, I am preparing myself mentally to deal with whatever I may face.

I have arrived at the address and have pulled into the street. Immediately, screaming ensued. I have identified that somebody was very likely in clear and immediate danger and that it was essential that we gained access to the property to safeguarding the individual/ individuals inside the property.

In any situation like this, I immediately refer to the NDM, otherwise known as the National decision model, which is a model that can be used to risk assess any incident within any aspect of policing (Richard Laws – 2024).

I understand from initial training that the NDM is the most effective way to assess the risk of any policing incident and will allow me to ascertain the best approach to deal with an incident relevant to the risk.

I have knocked firmly on the door, knowing that if no answer was given immediately, I may have to consider forcing entry under section 17 of the police and criminal evidence act.

Suddenly, A male has opened the door. This male remained at the bottom of the stairs with one of my colleagues whilst I made my way up the stairs into the main room of the flat, where there were a further six persons inside. These persons were two females, two males and two children.

Immediately, whilst there is no obvious victim of crime present, my mind goes straight to safeguarding the young children within the address. This is a priority as I know that when in situations of vulnerability, these children are statistically the least likely to be able to protect themselves from harm and that it is my duty as a police officer to keep persons safe.

I noticed straight away that all the adults within the property appear to be intoxicated through alcohol and that one male appeared to be covered in blood, although it was difficult to determine what had happened since the occupants did not speak any English.

I have then made use of language line, which is an over the phone translation service which allows us to interact with people who speak any language in situations where an officer is not present who speaks the same language.

I believe that this decision was the best thing we could do at the time, because although it slowed the incident down, we were able to separate all parties and gain an account of what happened first hand, rather than trying to assume the incident through use of broken speech.

I have then spoken to one of the females who has informed me indirectly by pointing and saying words to the effect of "He has done this", meaning that her brother has assaulted her sister-in-law by punching her directly to the face. As a result of this disclosure, I have then arrested the male and took him outside to the police van as I hoped that separating him from the incident would remove any pressure felt by the persons within the household to stay quiet about what had happened at the address. At this time, I had to consider that although my colleagues had not been aware of the disclosures made to myself, removing the male from the incident was the best thing to do in order to encourage the victim to speak up as if he was still present, she may have been in fear of further violence.

On reflection, this was successful as the persons still inside the property then began to open about the incident through language line and informed my colleague that the detained male, her partner, had in fact assaulted her, causing her Actual bodily harm level injuries.

The male was then safely conveyed to Custody where his detention had been authorised by the Custody Sergeant.

The arrest of the male involved was necessary in order due to two key necessities under the police and criminal evidence act 1984. These being:

To allow a prompt and effective investigation into the offence and to protect a child or other vulnerable person.

There are six key elements that allow the National decision-making model to be successful, but most importantly, the code of ethics which is the expected standard for all police officers and staff and details how they should portray themselves.

We must remember when applying the National decision-making model that all actions have consequences and as such if we stick with the model and apply it to all scenarios, we should be provided with the best possible outcome for officers and members of the public.

Having a good ethical understanding of policing is incredibly important as evidenced in this incident, where the importance of safeguarding the individuals involved whilst also keeping myself and my colleagues safe is crucial.

It is important that resources such as Language Line are utilised so that officers can get a full and accurate understanding of a situation before any assumptions are made.

Also, it stresses the difficulty between not making these assumptions in relation to individuals but also ensuring they are all safe or in a place of safety when you don't yet fully understand what has happened (Amanda Beltrani- 2024).

Although ethical dilemmas can be faced within any role or task, it is essential in policing to refer to resources such as the National Decision-making model to allow officers to have full confidence in themselves and their peers to be able to make decisions which could have serious consequences if otherwise made incorrectly.

For example, at a domestic incident such as the one highlighted above it is essential that although you are unable to make assumptions immediately and may have to follow a lengthier process to investigate the incident, the primary goal is to safeguard everybody present as stated in our core roles and responsibilities as police officers.

I know that if I attend an incident and don't know exactly what has gone on, I can be satisfied by knowing that my attendance has safeguarded those individuals and potentially prevented an offence or further offences taking place.

However, in relation to the incident, my decision making in order to arrest and detain the male and remove him from the property did have a negative impact on the incident and my colleagues as it removed me from the address. Due to myself no longer being in the address, this created a clear communication barrier between my colleagues who were not aware that the female had given me the disclosure and that as a result the male had been arrested.

Due to this, two of my colleagues inside the address were still unaware of the context of the incident and therefore we wasted valuable time due to lack of communication.

Communication is essential between officers, especially when there is more than one pair of officers at any one incident. (College Of Policing, 2024).

Communication, which is an essential aspect which aids the effectiveness of the National Decision- Making model, is important between officers, but also an effective tool when dealing with members of the public as well.

Whether it be speaking to suspects or victims of crime, communication should be the skill most utilised by any officer. My time so far on response has highlighted just how useful effective communication can be when dealing with incidents and has shown me that many incidents can be dealt with verbally and without any use of force. It is crucial to be able to speak to people and empathise before making any decisions.

Further to the above, although a suspect had already been arrested, my colleagues decided to utilise language line further to iron out details between all parties inside the property and as such it was identified that there was a second suspect inside the address.

This highlights the importance of taking an account from all persons present as we often find that people feel pressured into giving false information to us if they are in fear of their safety.

This is why our decision to separate all parties was a crucial step in achieving an appropriate outcome and minimising the risk, where the second suspect may have been left inside the address and could have caused themselves or others further injury.

Once we had returned to the station, this is where the reflection model from the National decision- making model (NDM) comes in to play.

As a team, after any incident we will have a briefing between all officers who were present and those who were not present, so that we can educate ourselves and ensure the best outcome if a similar situation were to ever rise again. In a more serious situation, officers can refer to the “reflective practice framework” (IOPC-2022).

To summarise, the reflective practice framework can be used in incidents which have gone particularly wrong, however do not require officer discipline. It consists of a professional discussion between an officer or officers and their line manager, where they discuss ways in which the situation could have had a better outcome and is a brilliant way to ensure that all incidents, whether they have or have not gone well, can provide valuable reflection and learning material for the officers involved. It can also be great reminder to officers on the best way to take the most ethical approach path possible, where there can often be multiple ways of dealing with an incident. (Markkula centre- 2017)

Ethical decision making must be applied in every instance. Any incident where an officer must make a decision, it must be asked is the decision ethical and would the decision compromise the public’s trust in the police service as an organisation. In the above incident, I believe that all decisions made were ethical and moral and that it highlights how everybody was committed to their role and remained professional and positive whilst also obtaining the desired outcome of safeguarding all parties.

In conclusion, I believe that this is a great example of a complex and unpredictable incident where appropriate decision making, and ethical considerations were at the forefront of incident resolution.

**WORD COUNT: 1788 WORDS**

### 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:

The aim of this essay is to evaluate theories of team dynamics as a means of developing team cohesion, considering why interpersonal conflicts can occur in a team and outlining the strategies that can enhance performance. I will also discuss how poor team dynamics can result in failing to comply with professional standards requirements.

Team dynamics play a vital role in the success of any team. There are a few examples of team dynamic theories which are relevant to policing. For example, Tuckman's stages of group development. This model describes the various stages which a team often goes through. These stages are referred to as forming, storming, norming, performing and finally adjourning. The forming stage is where team members come together and set their goals. Storming is the stage where conflict might arise. Norming is when teams establish rules surrounding these conflicts. Then, performing is where the team uses these rules to work well and be cohesive to achieve their goals. Finally, adjourning refers to the stage where a team disbands after completion of their task (Bruce Tuckman, 2023).

Further to this, there is also Hackman's input-process-output model which focuses on the importance of team composition, outcomes and processes. It suggests that if teams lack effective communication or clear goals then it will hinder their performance and/or cohesion. Hackman suggests that understanding and managing these three elements will help to enhance team performance and achieve successful outcomes (Gordon Curphy, 2012).

From working within my team, I have learned that fostering good relationships with my teammates is the best way to improve resourcefulness and achieve positive

outcomes. I firmly believe that teams who have good relationships with one another increase productivity and are overall much easier to work within. I have also learnt however from watching other teams, how easy it is to enable interpersonal conflicts to disrupt a team's cohesion and performance as team performance is directly linked to trust (Michael Page, 2024).

There are many ways that interpersonal conflicts can arise between teams, for example different ways of communicating, unclear roles, trust issues or even clashes in personalities. These factors can lead to arguments and a reduction in general teamwork as individuals may no longer want to work together or agree with one another. There are many ways that this can be managed however, such as good communication, clear expectations and the use of team building activities to promote a more positive workplace environment (Paul Brown, 2024).

To boost how well your team works together when there are personal conflicts, it's important to tackle the main issue causing these conflicts and encourage better communication and teamwork among team members.

It's important to make sure each team member feels comfortable sharing their thoughts and feelings and that each team member is willing to listen and understand where each person is coming from.

It is also important to make sure each team member knows their role and what they are responsible for. Clear expectations can help prevent disagreements and misunderstandings (Joshua Evans, 2023).

In my opinion, the most important factor is trust. Trust is key in any team and encourages honesty, dependability and openness. If you feel as though you can not trust a member of your team, then you are less likely to work well with them out of fear of repercussion or their incapability to carry out their role effectively or even safely.

When things are not going smoothly within a police team, it can lead to officers not meeting the professional standards expected of them. This can occur when officers overlook the ethical principles that they should abide by, violate the law or disregard their force policies and procedures.

For instance, officers may disregard crucial ethical principles like honesty and integrity if there is a breakdown in team member trust or communication. This might result in incidents of misbehaviour or corruption within the team. Officers may also inadvertently break the law if there is uncertainty regarding the appropriate protocols or policies, endangering their previously upheld professional standards. It is critical that officers have sufficient training and a solid ethical code.

Another example would be peer pressure. For example, Within a police team, peer pressure may force individuals to adopt the attitudes and behaviours of their colleagues, even when those actions go against moral and ethical principles. Police officers could experience pressure to engage in unethical behaviour or to

overlook it in order to prevent rejection or suspicion of disloyalty. For fear of not fitting in or being viewed as unreliable, a new officer may comply with a more experienced officer's questionable actions (Edika G. Quispe- Torreblanca Et Al, 2019).

Similarly, Within the police, subcultures may emerge that create unofficial norms at odds with established conventions. Policies and ethical guidelines may be routinely broken as a result of such norms, which may place a higher value on discretion or loyalty than official regulations. An unofficial tradition of officers "covering for each other" may motivate them to downplay or hide inappropriate behaviour.

Some officers, or teams, however, may simply be resistant to change. Any organisation, including the police service, is prone to resistance to change. Teams may object to new guidelines or practices. Such opposition may result in the adoption of obsolete or unethical practices which then go unchallenged, since a failure to adopt new ethical norms or compliance procedures may ensue. Teams that are used to certain interrogation strategies may oppose new, morally required procedures, which could result in the ongoing employment of activities that go against revised guidelines.

Further to this, I know from experience that lots of officers are suffering with stress related illness and fatigue due to the nature of the job. As such, this causes many officers to become complacent. High stress and burnout can impair judgment and ethical decision-making. Under stress, officers might cut corners or ignore protocols, viewing compliance as an additional burden. Officers under significant pressure may skip crucial steps in an investigation or fail to document procedures properly, leading to non-compliance.

Various approaches can be utilised to tackle these obstacles. Following policies and procedures is important, and it can be reinforced by regular training on ethical standards and the value of compliance. Open communication about standards and procedures within teams can help resolve issues and dispel misconceptions. Leaders can provide a good example for the team by modelling moral behaviour and enforcing standards regularly. Establishing penalties for non-compliance can discourage unethical behaviour and emphasise how important it is to follow professional standards. Officers who receive stress and burnout support are better able to retain the mental and emotional capacity necessary for moral decision-making (Euronext, 2024).

There have been instances where officers have breached professional standards due to legislation.

Despite being intended to direct and regulate police behaviour, the law may unintentionally cause police officers to violate professional standards. Numerous things, including complexity, ambiguity, frequent revisions, and unexpected repercussions of the laws, might cause this.

Laws are often complex, with a wide range of clauses, exclusions, and interpretations. It may be challenging for officers to completely comprehend and abide by the standards due to their complexity.

Officers may find it difficult to adhere to a legislation with intricate evidence handling procedures, which could result in inadvertent evidence manipulation and subsequent professional standards violations.

Legislation that uses imprecise or poorly defined terminology may be interpreted incorrectly. Officers may use their own judgement, which might not be in line with moral or legal obligations.

Because there is uncertainty in the law about the use of force, police may adopt tactics that they think are legal but actually go beyond ethical standards or beyond what is acceptable.

Laws are frequently amended to take into account new policy developments, societal standards, and technology breakthroughs. For police, keeping up with these developments can be difficult.

Not all officers are aware of the most recent legal developments pertaining to digital evidence, which could result in inappropriate gathering or management of that evidence and unintentional professional standards violations.

Before completely implementing the new regulations, officers may continue to function under antiquated procedures while the new laws are in effect.

Unaware that new legislation has established different requirements, an officer may handle detainees using outdated processes, which would be a violation of the new standards.

Further to this, Officers are frequently granted discretionary powers by legislation, which might result in violations if not used properly.

Laws that give police discretion when making an arrest could cause biased decisions and professional conduct violations if they are not supported by explicit ethical guidelines.

Due to legal ambiguities, officers may use their discretionary powers inconsistently, which could result in violations.

If an officer misinterprets legal discretion, they may use arrest protocols inconsistently, which could result in procedural norms being broken.

Various techniques can be implemented to reduce the possibility of inadvertent violations stemming from legislative concerns.

Officers can be guaranteed to be aware of and comprehend current legal requirements by providing them with regular and current training on legislative changes, for example.

Misunderstandings can be decreased by using efficient communication channels to spread information regarding revisions and interpretations of the law.

Officers can more readily comprehend and adhere to the law when legal criteria and language are made simpler.

Officers may find it easier to negotiate complicated legal environments by setting up support networks for ethical advice and legal consultation.

Officers may encounter difficulties adhering to the law in certain situations, which can be found and resolved with the support of routine compliance monitoring and feedback systems.

Police organisations can guarantee that personnel adhere to professional standards even in the absence of legislation by addressing these factors.

In conclusion, inter-personal conflict can occur in any team, however as long as effective communication is utilised, along with the above, then teams will be able to overcome these issues and operate to the best of their ability in line with force policy, whilst maintaining professional standards.

**WORD COUNT: 1651 WORDS**

#### 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:

This essay aims to discuss how information and intelligence can be used to disrupt prevalent criminal activity such as drug smuggling, human trafficking and child sexual exploitation, by effectively policing the roads. whilst also outlining how ANPR (Automatic number plate recognition) can be used to investigate criminal activity.

Roads policing is a critical component in deterring a number of common criminal activities. Law enforcement organisations can more effectively target and intercept illegal activity thanks to the integration of intelligence and information.

A majority of roads policing is undertaken by specialist advanced drivers, primarily traffic officers, but also members of the British transport police.

For example, one of these activities is drug smuggling.

To identify suspected vehicles and drug trafficking routes, law enforcement organisations obtain intelligence from a variety of sources, including electronic monitoring, informants, and surveillance.

Agencies can anticipate possible smuggling activities by using data to evaluate patterns in vehicle movements, border crossings, and regions of frequent stops. Targeted roadblocks and persistent vehicle inspections can be carried out at key locations based on intelligence to stop and search cars thought to be carrying drugs. Modern technologies that are used to detect and track vehicles linked to drug smuggling include automatic number plate recognition (ANPR) and vehicle tracking systems.

On the other hand, there are further offences that can be deterred by effective roads policing such as human trafficking (Met Police, 2024).

Focusing on suspicious movements and activities helps law enforcement target vehicles and individuals associated with established human trafficking networks.

Police can stop vehicles carrying victims by using intelligence to tell them about the

precise times and routes traffickers employ.

Detecting and preventing human trafficking is made easier by exchanging intelligence with border control and other law enforcement organisations. Undercover operations and roadside cameras can keep an eye on suspicious vehicles and record proof of trafficking activity.

Similar strategies can be utilised where there may be concerns regarding child sexual exploitation. Child sexual exploitation, commonly referred to as the abbreviated CSE, is a form of sexual abuse, where a child or young person is forced to carry out sexual activity, usually under the premise of payment or exchange of valuable goods (NSPCC, 2024).

Most criminals involved in child sexual exploitation will take children from big cities such as Manchester and Liverpool and transport them to small towns or linked cities in an effort to stop their activities being traced.

CSE is closely linked to human trafficking. There are numerous varieties of human trafficking, including:

Forced labour, working for low or no pay in dangerous conditions, often carrying out work which is against the law.

Child trafficking, young children are often coerced into coming to the country under the false premise that they may get a job or be able to go to school. When they arrive they are often made to steal or partake in forced labour.

Forced crime, begging, pickpocketing and selling drugs under the false premise of money or expensive goods, potentially then leading into forced marriage.

Whilst there are so many types of human trafficking and smuggling offences, road policing officers are always coming up with new ways to tackle these crimes and bring the offenders to justice.

Road policing officers are essential in the ongoing battle against human trafficking and drug smuggling. They combine proactive patrols, technological innovations, intelligence gathering, and interagency cooperation in their strategies.

One of the main technologies that assist officers within road policing is the use of automatic number plate recognition.

Automatic number plate recognition is a powerful tool, which utilises real-time vehicle monitoring.

Real-time scanning and identification of licence plates by ANPR devices makes it possible to quickly identify cars of interest, such as those connected to illegal activity. The system instantly notifies law enforcement when a car connected to an incident or on a watchlist is found, allowing for prompt action (Jenoptik N.D).

With the help of ANPR, stolen vehicle databases may be promptly cross-checked, assisting in the recovery of the vehicles and the apprehension of suspects.

It assists in tracing the whereabouts and activities of known criminals or those under surveillance by identifying the cars they have registered.

The number plate number of the car, the time, date, and location of the sighting are all recorded by ANPR and can be saved and examined later.

Identification of patterns in vehicle movements, such as recurrent visits to locations considered to be hotspots for crime or abnormal travel patterns, is made possible by the analysis of this data.

Law enforcement may establish specific obstacles to stop particular vehicles involved in illegal activity by using ANPR data.

The effectiveness of enforcement measures can be increased by deploying mobile ANPR devices to particular regions that correspond with intelligence.

Suspect vehicles can be tracked using ANPR in a number of locations, giving investigators a complete picture of their travel patterns.

Analysing historical data can provide information into the earlier movements of a suspect vehicle and support a case by confirming its involvement in several occurrences. ANPR can track the whereabouts of cars linked to organised crime groups, offering valuable information about their activities and methods of operation. It facilitates targeted operations by assisting in the identification of potential safehouses and frequent routes utilised by criminals (College of policing, 2013).

To assist in the interception of suspicious cars, ANPR is employed to monitor highways and border crossings that are regularly used for drug trafficking.

It helps find vehicle movement patterns that match established drug smuggling techniques. ANPR can be used to track and intercept vehicles suspected of being involved in human trafficking, which can help rescue victims.

To break up human trafficking networks, information from ANPR systems can be shared with border and immigration control agencies.

ANPR cameras can be utilised for other purposes, not just for the prevention of crime as when ANPR systems are clearly visible, they serve as a deterrent, that discourages criminals from utilising roads for unlawful activities but also enhance public safety as other road users can feel confident that the roads are being monitored for safe and appropriate use.

For example, by facilitating an immediate reaction to potentially dangerous situations, real-time warnings increase public safety overall.

There are many challenges surrounding ANPR however as many members of the public have privacy concerns. ANPR systems have the ability to track cars constantly over time, raising concerns over the scope of monitoring and possible infringements of privacy. When a licence plate is scanned, the owner of the vehicle or the driver is usually not asked for permission, which raises concerns about involuntary data collection.

People's movements can be closely observed due to the widespread use of ANPR equipment, which gives the impression to some individuals that they are constantly being watched (Dr. Rachel Adams, 2019).

In order to create complete movement profiles, ANPR systems gather not only licence plate data but also the time, date, and location of each scan. The length of time that ANPR data is kept on file and the possibility of following people's movements over time are issues that require addressing. ANPR systems run the danger of gathering more information than is required for certain law enforcement objectives, which could have greater consequences for privacy. There is a possibility that ANPR data might be used to target individuals or certain demographic groups more than others by using discriminatory guidelines. When ANPR technology is misused, people who have access to the data may use it to stalk people or even profile them based on their travel habits.

In summary, there are many pros and cons for and against the use of ANPR, however their use has proven to be absolutely vital in providing information and intelligence within effective roads policing (Josh Millard, 2021).

With that brings the most common, yet one of the most serious road traffic offences of all. County lines.

When criminal groups, usually from large cities, expand their drug dealing operations into more rural or suburban areas, they do so by setting up specialised phone lines to ease the delivery of drugs. This technique is known as "county lines." This growth often takes advantage of vulnerable individuals who are forced or tricked into smuggling and selling drugs across regional lines, such as children or those who are addicted to substances. In order to maintain control and evade law enforcement, this illicit trade network utilises violence, intimidation, and exploitation. The phrase emphasises the organisational and geographic aspects of this network (John Bonning Et Al, 2020).

Along with phone lines, these criminals utilise the roads in order to transport drugs and cash to and from these vulnerable individuals and by use of effective roads policing, these vehicles can be intercepted, and offenders brought to justice. Most county lines operation will utilise, trains and taxis or private hire vehicles in order to evade the authorities and so by use of data collection, ANPR is able to associate not just particular vehicles, but also particular routes to criminal activity. This enables the police and other agencies to intercept and stop these vehicles when they have enough intelligence, enabling them to utilise the appropriate powers to then stop and search said vehicles.

To conclude, there are many ways that information and intelligence can be utilised in order to disrupt prevalent criminal activity (Essex Police N.D). Use of reports made by the public, anonymous information and even intelligence gained through the use of technological advancements such as ANPR can be vital in order to prevent crime up and down the roads of the United Kingdom and across the globe. Although there are privacy concerns, particularly regarding use of ANPR, I believe it is fair to say that when used for their intended purpose, the outcome is majorly positive. It will be interesting to see how further technological advancements will affect roads policing moving forward as the world continues to develop and the effectiveness of crime prevention continues to increase.

**WORD COUNT: 1647**

## 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<br>1-4 | Med<br>5-7 | High<br>8-10 | Low<br>1-4 | Med<br>5-7 | High<br>8-10 | <p>I feel that my general knowledge within policing is at a good standard. I feel confident knowing that I can attend a call and confidently identify any offences that have taken place using my knowledge of offences and offence wordings.</p> <p>I am confident that I can attend a majority of calls and be able to take the lead, meaning that I take charge of the call and essentially devise the method required to resolve the incident.</p> |

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|  |  |  |  |  |  | <p>I also believe that my knowledge is at an appropriate level for my length of service but is ever changing.</p> <p>Particularly on the technological side of policing such as using NICHE to write up calls and link appropriate persons/ send referrals and public protection notification reports.</p> <p>I believe that knowledge is an aspect of policing that will forever grow, however it will also continue to change as knowledge becomes relevant or irrelevant depending on changing factors within the job.</p> <p>I understand now that some of the knowledge I retain today may be of no use in the future as further technological advancements are made within the organisation, however I also recognise that some of the knowledge I hold now will have a huge impact on my career in the future and the ways in which I portray myself as a police officer.</p> <p>Knowledge is an aspect of not just policing, but in general, something I wish to keep improving and upgrading.</p> <p>I am a firm believer that at times, knowledge is power and is always going to be a crucial part of a police officer's skill set.</p> |
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|                   |            |                     |              |            |                     |              | I have scored myself a 7 for knowledge and I hope and aspire to always improve that figure.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| <b>SKILLS</b>     | Low<br>1-4 | Med<br>5-7<br><br>6 | High<br>8-10 | Low<br>1-4 | Med<br>5-7<br><br>6 | High<br>8-10 | <p>Although I feel that I have developed many useful skills within my role so far, such as using technology to assist with my role etc, I am conscious still that due to wait times I have not been able to book onto any additional courses and acquire skills such as initial taser training and standard response car initial training.</p> <p>I understand at this time that there are very little to no officers with my length of service who have yet obtained these skills and as such I feel confident that my skill set is still at an appropriate level in line with my requirements.</p> <p>I aim to obtain these skills as and when possible and I remain eager to improve and gain additional skills wherever possible.</p> <p>I am very fortunate that my team have been kind enough to spend additional time with me updating skills regarding case file progression and using NICHE, along with my practical skills in the field such as engaging with members of the public and responding to a number of different incidents.</p> <p>As such, I would score myself a six in SKILLS as although I believe my skills are at the required standard, I remain conscious and eager that there are still many skills for me to learn and develop.</p> |
| <b>EXPERIENCE</b> | Low<br>1-4 | Med<br>5-7<br><br>7 | High<br>8-10 | Low<br>1-4 | Med<br>5-7<br><br>7 | High<br>8-10 | Whilst asking myself the question of what to score on the scale for experience, I have ultimately determined that 7 is the appropriate number.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |

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|  |  |  |  |  |  | <p>I am mindful that in terms of length of service, my experience is limited however due to the area in which I work and the demand which we face on a daily basis, I believe that I have gained a large amount of experience in a short period of time.</p> <p>Primarily, this is due to my team. I have been very fortunate to be placed on a team with some incredibly talented and experienced officers and I have found that working along side them, each has been eager to share their skill set with me and develop my experiences as an officer.</p> <p>Working in a busy sector has allowed me to experience a variety of different incidents in such a short space of time.</p> <p>For example, I have attended a large number of major incidents in my short time in policing and I believe firmly that these experiences have strengthened my abilities within the role.</p> <p>I am grateful to work under officers who are eager to pass down their experiences both within the role and how they have experienced the changes in policing over the years and how policing has evolved.</p> <p>I have managed to work with officers who have little to no service along with some</p> |
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|  |  |  |  |  |  | <p>officers with up to 32 years of service and as such, the experience I have gained from being in their company has been nothing short of invaluable.</p> <p>I am aware that my experience and experiences will only improve, and I am eager to gain as much experience I can during my time on response, whether that be throughout probation or for the rest of my career.</p> <p>I believe that due to the above, 7 is a reasonable score.</p> |
|--|--|--|--|--|--|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

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