

Graduate Diploma Professional Police Practice

LEVEL 6 - 40 Credits

Workbook title: Competency Based Workbook 2 (DHEP)

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

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FACULTY OF BUSINESS AND MANAGEMENT PUBLIC SERVICE PROGRAMME

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

Workbook Guidance

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

What is the workbook for?

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

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

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

How should the workbook be presented?

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

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

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

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

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

How is the workbook assessed?

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

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

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

Confidentiality

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

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

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

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

NOTE

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

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

Dyslexia and other special circumstances

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

Competency Based Workbook 2 - Learner Workbook

Guidance:

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

Contents

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

Task 1

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

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

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

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

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

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

ANSWER:

In this task I am going to be talking through an incident that I have dealt with during my time on the CID in South Wales Police. I will also be looking to evaluate the approaches that both the police and external agencies provide when dealing with vulnerable people and look at how that coincides with tackling reoffending.

The policing incident that I have chosen as the topic for my essay will be a robbery. The area that this incident has taken place has been subject to social decline over the past few years and the relationship that this community has with the police has become negative. Due to these factors, it made it difficult to carry out an investigation in this area as many of the residents would not facilitate our investigation. The entirety of the incident was captured on CCTV allowing one of the suspects whose face could be seen to be identified by an officer whilst the other had his face covered. This allowed us to arrest, charge and remand the first suspect, for the purpose of this essay I will be referring to him as male 1. The second suspect was later identified through forensic testing that was done on the victims clothing, for the purpose of this essay I will be referring to him as male 2. The victim in this case was a boy who lived in the same area as the two suspects and although they were not known to each other the community that they are from is small and the victim was in fear that he would be recognised by the suspects.

The definition of a vulnerable person varies across different police forces around the UK. His Majesty's Inspectorate of Constabulary and Fire & Rescue Service gives the broad definition of a vulnerable person, as a person who cannot take care of themselves or protect themselves from exploitation, this could be from mobility for mental health problems or being a child (Under the age of 18) (HMICFRS, 2023). When a person is under the age of 18 or classed as a vulnerable person and is involved in a police incident the officer that is attending

will submit a PPN. A PPN is a Public Protection Notice that acts as a bridge between the police and supporting agencies for them to reach out to the victim. In this incident the victim was not classed as a vulnerable person as they were not under 18 and did not fall under the vulnerable person category on UK law. However, due to the community that the three individuals involved in the case lived in and how close together they lived, myself and supervisors did believe that he was a risk of future harm. The way in which we can manage this risk is by objectively looking at what elements need to be restricted to ensure the individuals safety and construct a plan around those. This way managed by remanding one of the suspects and implementing strict bail conditions for the other such as a curfew at his home address.

The suspects in this case were well known to police and had previous offending history, much of this offending was violent, and all these offences had taken place within the same area that the victim lived. Male 1 that was involved in this case has had previous charges in court for witness intimidation, this along with the violent nature of offending would impact our decisions when they were brought into custody. Male 1 was the first suspect to be arrested, and to manage the risk of harm that could potentially come to the victim with all these factors we made the decision to remand male 1 into custody. When managing risk, we must also look at placing restrictions on those involved however, these restrictions much coincide with the European Convention on Human Rights. The College of Policing gives examples of these restrictions such as, residing at approved premises, restrictions on movements and electronic tagging. With Male 1 being remanded into custody there were not many of these risks to manage however, male 2 was placed on bail so we had to give more thought to managing the risk of him going back out into the public. So that the victim would still feel safe, and we could keep tabs on the suspect, restrictions included a curfew and not to contact the victim directly or indirectly. These conditions were upheld by check ins from police officer and PCSO within the area to ensure the victims safety. With these actions put in place by my team I feel as though these were the most appropriate actions to take for the victim and the surrounding community to minimise the risk of another person and the victims coming to any harm.

As stated above other sectors of South Wales Police, not just CID, were used in this investigation to ensure the risk of harm to the victim was minimized. PCSO have a good relationship with the community in that area and the two suspects in this case are very well known to them. Whilst male 2 was out on bail an email was sent by us to their Sergeant to ensure that the PCSO's knew what his bail conditions were and that they were upheld. The main way that we sought to manage these risks, were early interactions from the PCSO. A study conducted by Toni Stankovski where they analyse the ways in which police forces manage crisis and risk, states that early warnings and immediate response to the actions of the suspect can act as a deterrent for them offending in the future (Stankovski, T, 2012). The main part of the bail conditions that we were concerned about was his curfew as male 2 as he has previous convictions and anti-social behaviour orders that have all happened at night. Therefore, we informed the neighbourhood policing team and the PCSO's in the area of his bail conditions and they were strict with enforcing the curfew, providing safeguarding for the victim and the community. The HM Prison and Probation Services have stated that the 10 points in the criminal justice system that are resulting in reduced reoffending (HM Prison and Probation Service, 2021). One of these points is police engaging and showing

proactive behaviour within communities. I feel as though this is a perfect example of this, not only for this case but South Wales Police has recognised the problems with these areas and has implemented more police presents to avoid people from starting or advancing in their criminal careers.

The victim in this case was victim to a violent crime and was offered the opportunity to make a victim personal statement. The UK government defines a Victim Personal statement as a victim being able to inform the courts about how a crime has affected them “physically, emotionally, psychologically, financially or in any other way” (Government Publications, 2013). The benefits of a VPS in court is that it can allow the jury to hear something other than evidence and fact, it also allows the victim to gain a sense of closure by being able to tell the defendant how much their actions have affected them. After taking this statement, I felt as though although the victim had visible injuries he was suffering more psychologically from the attack. The victim had to change his lifestyle, he was stopping hobbies, he had to limit leaving his house unless necessary and this was influencing his social life and mental well-being. As a result of this I contacted victim services to get in touch with the victim to provide him with further support. They were able to contact him and provide emotional support and ways in which to cope with his mental health and try and get back into a normal routine. Also, when taking his statement, he had expressed that going to court was an intimidating factor for him, so I have also contacted witness care. Witness care is an external organisation that works alongside the police to help victims when it is time for the case to go to court. The College of Policing states that these organisations aid in “assessing their needs and their right to access support” (College of Policing, 2023). Therefore, ensuring that the victims needs are met in line with the Victim Codes of Practice. This helped ease the anxiety for the victim even before he entered the room. I feel as though this intervention from the external organisations had a positive effect for the victim as using this service allowed him to give evidence away from the court room.

When looking at this investigation, looking to reduce revictimisation is key with both our victim and the surrounding community is key. An article published by Abertay University states that once someone has become a victim of a violent or sexual crime it can cause them to have mental health issues such as paranoia (MONROIG, M.M, 2016). I could see that my victim was suffering with this, and anxiety around becoming a victim to a crime like this again therefore we implemented the target hardening team. As the victim was living with just himself and his mother at the time of the incident, he was worried that repercussions would not only be brought upon him but his mother as well. They suggested installing CCTV at the front and the back of the house, install exterior lighting and to change their back door from a glass panel door to a more solid version. Keith Fadelici, states that a support network is needed for victim whether this be from friends and family or mental health professionals, this can reduce the chances of a person being subject to revictimisation (Psychology Today, 2020). This was before the court proceedings began and therefore by the time the court date came around the victim and his mother felt a lot more confident in attending.

To decrease the risk of reoffending from the two suspects in this case we must look at them as individuals, although they were part of the same group and frequented places together, we had to treat them as separate entities. Male 1 was well known to police as he was known to cause issues in the area with multiple ASB orders on being investigated in multiple ongoing investigations. We made the

decision when he was arrested that he would be remanded into custody, male 1 had never been remanded before and had never been to prison before. We would hope that the seriousness of the allegation on the fact that he will be going to prison for the first time will hopefully be enough to prevent him from being involved in further instances. If this male is granted early release from prison, we would hope that his conditions would include curfew and prevent him from contacting the victim. I believe that this combination factor would prevent him from being involved in an incident like this again. When looking at male 2 we did not have a strong enough case to remand him into custody however, as stated above he was placed on extremely strict bail conditions. These are placed on him to not only safeguard the victim but to prevent him from causing further injury to other people. In the beginning these conditions were not as effective as we would have hoped however with the combination as PCSO's in the area and the neighbourhood policing teams, he was closely monitored, resulting in the conditions being held and re offending has not taken place. Stopping the two males reoffending is a hard task as the area that they grew up in and the families they associated with are very well known to police in the area has a very high offending rate. As these males would both be classed as young offenders, I believe that the implementation of "Diversion Programs" (Manica, M, N.D) programs could have a positive effect on offender such as these as it would give them a chance to get out of the cycles that they are in due to the communities that they have been raised in, giving them new cognitive and physical skills to find employment options they may have thought were out of reach.

In this case I feel as though a lot of areas of policing and external agencies came together to not only put away the suspects but help the victim and the surrounding community. However, if I were to conduct this investigation again, I would have implemented these resources faster to the victim as I struggled to provide support to the victim as well and manage the investigation. I feel as though in the start of the investigation the victim was not getting the full support that could be provided. Going forward, I will make sure that all the all the golden hour enquires of the investigation are completed when we are initially called for an incident. But ensure that I establish contact with the victim and take the time to understand what they expect from the investigation and what support I can provide from the start.

Words: 2,193

Task 2 Option 5

Relevant areas of the National Policing Curriculum:

Conducting Investigations

You should choose an investigation that you have been involved in **that was of a complex nature**, in which you played a significant role.

Critically evaluate the processes employed in a complex investigation you have been involved in, and the fast-track actions that you have utilised.

Evaluate the support you have provided to victims, witnesses, and offenders (where appropriate) during a complex investigation and reference the management of your own personal values and attitudes in relation to this.

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

Answer:

In this task I am going to be talking through an incident that I have dealt with during my time on the CID in South Wales Police. I will be looking to critically evaluate the processes that are involved in a complex investigation and evaluate the support that I have given to the victims that have been involved within this case.

I have recently been the officer in the case for a robbery that has happened where the victim was 15 years old (Victim A). This victim has had his head hit against the wall, punched multiple times to the face and was threatened with a knife to steal his bike. The suspect was then involved in a similar incident later that night. In the early hours of the next morning the suspect has used the bike to approach another male (Victim B) and without the use of any force has taken an electric scooter from him. I have come in that same morning and picked up this investigation, and after reviewing the first account from the victim and the updates from officers I made the decision on how the investigation would progress.

College of Policing states that by implementing fast track actions it allows us to “establish important facts, identify the suspect, preserve evidence” (College of Policing, 2024). By implementing this fast-track action, of using the victim first account to identify the location it allowed me to gain the location for the CCTV. A shop on the corner had external CCTV and based on the direction of travel that victim A described it would show the suspect walking passed. The CCTV collected from this store showed the suspect’s face as he has been putting a mask on before committing the robbery. My team and I could not identify the suspect based on the CCTV therefore I have sent stills from the CCTV to the Offender Management team. I have decided to send it to them as the offence happened in our local area, and

they have extensive knowledge of previous offenders in the area. They have come back quickly with an identification for the suspect and a statement was put in to that effect, therefore arrest inquiries could go ahead. Other CCTV in the area also captured the entirety of the incident and had audio, this is beneficial to us as it is strengthened the victim's first account of words that were exchanged prior to him being assaulted. Regarding the second incident with victim B officers were flagged down by victim B and whilst at scene the officers were able to contact the camera room, and they were able to playback the suspect leaving the second incident. This was vital as it gave us direction of travel and clothing worn by the suspect. I always feel as though CCTV can be one of the most important elements to a complex investigation such as this as it ought not only to give us further lines of inquiry such as clothing, but also having the incident captured on camera as we did in this place allows us to understand the full picture. The College of Policing further states that golden hour enquires such as CCTV are important as it not only shows the offence but allows us to see the area that the suspect has covered and allows us to identify the "Risk and threats" (College of Policing, 2024) in those other areas.

Once we had a suspect's name, we were able to do a niche search to look at any current residents or associated addresses they might be staying in. In this incident the suspect had many previous convictions and had an extensive niche record and thanks to the knowledge of my Sergeant, he knew that his current residence was owned by a landlord that had extensive CCTV internally and externally to the property. The suspect was arrested and conveyed to custody by uniformed officers, my colleague from the CID and I started to conduct a section 32 search of the premises where we found clothing and shoes in the address matching clothing seen on CCTV during the time of the incident. This always starts with "preserving and recording the scene" (Health and Safety Executive, N.D), we did this by ensuring that it was only my colleague and I that entered the room to prevent contamination. Of course, arrest enquiries are considered an extremely important fast track action, and with this case being able to locate the suspect so quickly and make the arrest, was extremely beneficial in this case as we were able to locate clothing linked to the crime before they could be disposed of or washed. It is also good to ensure safeguarding for the community and to bring reassurance to the victims that this suspect was linked to, it also gives officers the opportunity to interview the suspect for any account that he wishes to give. Unfortunately, in this case the suspect answered no comment to all questions put in interview and was extremely reluctant to give over any information.

Although we had an ID for the first incident, the robbery of the bike, I wanted to ensure that he was also responsible for the theft of the scooter that occurred several hours later. As the suspect was arrested early the next day I wanted to ensure that during his time in custody that we could link him to every aspect of this incident. This is why I have fast tracked the forensics to be done on the bike that was left at the second scene. The victim assured me that no one else had ridden his bike, therefore, if any other DNA was found on the bike it would help strengthen the continuity between the two events. The way in which this was forensically lifted from the scene was in line with Code B of the Police and Criminal Evidence Act 1984, ensuring that the scooter was bagged correctly and with gloves by the seizing officer and that all forensic was upheld by the officer's (Home Office, 2023). Fortunately, when uniformed officers first arrived at the scene, they secured the bike properly, by bagging the handlebars and wearing gloves while transporting it to the police station. However, due to an extremely high demand I was not able to get the

forensics back whilst the suspect was still in custody. The suspect however was remanded into custody, and I was able to get the forensic results before the full file needed to be sent to the Crown Prosecution Service. This was extremely beneficial whilst the trial was underway, the defence barrister put the forensic results alongside the statement of the victim stating that only the victim and the suspect could have been riding the bike and this ultimately led to a conviction at the end of the trial. In cases like these and many others I feel as though forensics can be one of the key aspects to an investigation and can be some of the most compelling evidence brought to court. However, as stated by the College of Policing the statements, particularly in this case gave the most compelling evidence as they contained key information such as clothing descriptions and MO that lead to conviction (College of Policing, 2024).

Whilst all these actions were taking place, I had tasked members of my team to collect statements from both the victims of the incident. At the time of the first incident the uniformed officers that attended thought it appropriate that they just take the first account from the victim as he was extremely shaken up and due to his young age they believed he should attend the police station with his parents at a later date. I felt as though this was the correct decision made by the officers as when the victim and his father attended the station the next day he was clearer and could give more detail in his statement, than he did in his initial first account. The added details allowed us to create more questions to put to the suspect during interview. The same circumstances were shared by Victim B, as the incident happened in the early hours of the morning, the victim was extremely shaken up officers took a first account and then allowed the victim to be picked up by his husband and his full statement was taken from him the next day. The statements given also allowed us to look at potential risk that could form later down the line in the investigation. When the suspect is arrested, we need to look at if they could be placed on bail or remanded. By conducting this golden hour enquiry, it allowed us to establish if the victim had any previous history with the suspect or if the suspect knew where either of the victims lived, thus impacting our decision (College of Policing, 2024). Again, the uniformed officers were correct in their decision as victim B stated that he had previously been a victim to a robbery, and this has left him with an extremely anxious mindset so to have his scooter stolen from him that day left him extremely shaken up. When victim B attended the police station, he was also able to give officers more detail, such as the fact that the suspect in this incident did not have his face covered and the victim stated that he would be able to identify the suspect if he saw him again. This led to a new line of inquiry where victim B was brought into the police station to conduct an ID parade where he successfully picked out our suspect further solidifying his identity for court. Although the victim was extremely anxious after the incident took place I felt as though the ID parade was necessary for court as at the time we did not have the forensic results, and I wanted to ensure thought the suspect could be linked to both incidents. Therefore, I feel as though the correct decisions were made regarding when the statements were taken from the victims, and the decision to conduct an ID parade with victim B.

The two victims in this case with very different, victim A would be classed as vulnerable due to be in only 15 years old. Upon speaking to both the victim and his parents they have said that the events of that night have led to him not wanting to leave the house on his own anymore and he very rarely sees his friends. Therefore, other than speaking to him and his parents personally and giving them reassurance throughout the investigation I also got them in touch with Victim

Support and witness care. Victim support is an organisation separate from the police force that helps victims of crime to get their lives back on track and to find ways to cope after becoming subject to a crime. These external organisations have in depth knowledge on how court proceedings transpire and can give victims emotional support during and after the investigation has concluded. I also used these services for victim B as although he was not classed as a vulnerable adult, when speaking to him it was clear that it has brought up previous feelings about previous incidences that he has been victim to in the past. From watching the body worn footage of victim B when officers first attended the scene, he is clearly frightened and extremely shaken up by the events. Therefore, I thought it was only right to engage with him over the phone and in person as much as practicable during the investigation. Again, with victim B I got him in touch with witness care as he was extremely anxious about going to court and by working with witness care they were able to put things in place to make the court less intimidating. Witness care mainly consists of police staff that help aid victims through the court proceedings and find ways in which to ease victims when giving evidence in court (Ministry of Justice, 2005). Victim Support also reached out to him to provide emotional support, and I feel as though this was beneficial as he did not opt to have it for the incident that happened a few years ago but was able to speak through both incidences with their team.

In summary, I feel as though all actions that I took during this investigation were proactive and effective and this was reflected in court. I did however, let this investigation affect me more than the rest as I have family members that are the same age as Victim A. This did cause me to get more anxious around the investigation but did also push me harder into getting a conviction. I will now look at all my investigations through this lens as it drove my work ethic thinking about the victim as a member of my family. I will also look to manage my time better in the future when we have cases like this where there are two separate incidents but the same suspect.

Words: 2,185

Authentication signature:

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

Signed: Mollie N Donaldson

Date: 13/01/2015

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