



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

Graduate Diploma in Professional Police Practice

LEVEL 6 - 40 Credits

To be completed by DHEP Detective students only

**Workbook title: Competency Based Workbook 1
(DHEP) 6,500 words**

(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)

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 Graduate Diploma programme. Essentially, you are being asked to outline your experiential learning based upon your theoretical understanding in a range of operational situations.

Area of Professional Practice covered, (called elements in your module descriptor):

- Wellbeing and Resilience
- Communication Skills
- Managing Conflict
- Valuing Difference and Inclusion
- Criminal Justice
- Decision making, discretion
- Conducting Investigations
- Criminal Justice (Managing offenders)
- Problem Solving
- Evidence Based Policing
- Maintaining Professional Standards
- Public Protection.

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.

The content of this workbook should be your own work. Do not allow anyone else to see your work or use your work for their own submissions.

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 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 5	Independent Patrol Status Confirmation	Equivalent 1500 words
	Confirmation of Confidentiality and Plagiarism <i>Confirmed by submission through `Turnitin</i>	

Task 1

Relevant areas of the National Policing Curriculum:

Understanding the role of a constable.

Guidance:

Focussing on your initial 6 months of learning and since being attested as a Police Constable, **discuss and compare** the coping strategies you have applied to develop resilience and minimise stress.

1000 words (+/- 10%: include your actual word count at the end of each section)

ANSWER:

Being a police constable in the 21st century is not the easiest career to make a living. It is a choice that every police constable is making every single day. With the increased crime rates, high level of scrutiny and general public's expectation towards that role, it is very common to be over-stressed or struggle with mental health within the duration of a whole career. The main goal of this essay is to discuss and compare the coping strategies that helped me through my first 6 months of learning how to be a police constable.

To structure this essay, I will use the Model of reflection by Terry Borton (Borton, 1970) which is a reflective model divided into three parts.

The first part called "WHAT" will describe the definition of the main subject of the essay which in this case is stress and resilience.

The second part named "SO WHAT" will describe my ways of dealing with stress and working on my resilience.

Lastly, the third part "NOW WHAT" will briefly reflect on what is working for me and what could I improve.

Furthermore, I feel obligated to mention that this essay is based on my own experience and that my coping strategies might not be effective for everyone.

WHAT:

According to the definition provided by the American Psychological Association (2018), stress is "The physiological or psychological response to internal or external stressors; stress involves changes affecting nearly every system of the body, influencing how people feel and behave".

Resilience is described by the Oxford Dictionary (2024) as "the ability of people or things to recover quickly after something unpleasant".

Both of those words are describing two processes that are inherent to the policing. Although joining the constabulary is a privilege, it carries a high risk of stressful factors. Experiences that are happening to the member of the public could be the worst experience in their life. Police officers are attending hundreds of critical calls and each of them is completely dissimilar. The stress level is incredibly high, hence why the resilience needs to be even bigger. We as police officers have to learn how to serve the public to the best of our ability, but at the same time learn how to not overthink every call after the shift.

A Pay and morale survey from last year (Police Federation of England and Wales (2024) discovered that over 43% of interviewees reported that they find their job "very" or "extremely" stressful.

Approximately 82% of respondents reported that they experienced stress or other difficulties with their physical or mental health in the last year.

This being said, I can confirm that even within the initial 6 months of training, I experienced stress due to the amount of information I had to learn and the examination I had to complete. My main concern and the reason I experienced the feeling of stress was only caused by my overthinking about the importance of the role of a police officer. I noticed that my stress management was non-existent and to be successful in my dream career I knew I had to change my routine.

SO WHAT:

For most of my life, I was actively taking part in sports activities with my friends. Since pursuing a career within the South Wales Police, my need to socialise with other people decreased. I realised that I was always too busy, always in a rush to fulfil yet another responsibility I took on my shoulders.

Approximately one month into training, I decided to try something different that would be a challenge for myself but at the same time, something my body and mind would benefit from. I signed up for my first Parkrun with a friend thinking it would be a good easy experience. Looking back, this was a good experience but was a bigger challenge than expected due to the lack of motivation. Although sports rivalry with friends was entertaining, shortly after I noticed that I was becoming more peaceful and less stressed when I was running alone. I continued to challenge myself and work on resilience by not giving up before every run. I quickly noticed changes in my physical appearance which not only made me skinnier but also stronger. My endurance increased, my stress level decreased and most importantly, I started to feel better both mentally and physically.

A study by Oswald et al. (2020) gathered all studies from the last 30 years and compared the results of 47 studies about the relevance of the mental health of runners and non-runners. It was established that in most of the studies, runners were less likely to suffer from high stress, anxiety or depression than non-runners.

Furthermore, a study by Pedisic et al. (2019) established that one of the biggest benefits of running is a 23% decrease in mortality rates compared with no running.

To this day I continue to run at least 4 times a week.

Another coping mechanism I use is book reading. Simple activity which I have never had time to complete, helps me to calm down and to explore new horizons, especially on those rainy days.

I've always been a fan of Fyodor Dostoevsky and Jakub Zulczyk and never had the time to complete reading their full bibliography. With different shift patterns and other responsibilities, I am slowly rediscovering those forgotten books all over again.

According to a study conducted by Rizzolo et al. (2009) reading for just 30 minutes resulted in lower blood pressure and a lower heart rate. It established that it is just as effective as yoga or humour, and it is easily accessible without the need to leave the house.

NOW WHAT:

Building strength and improving my endurance and resilience through running is beneficial for me as an individual, however, it has also a greater impact on my work. Being a constable is demanding, but I feel like I owe the public I serve the best version of me. By improving myself and working on my mindset, I am confident I can deal with a variety of situations.

Both running and reading books help minimise my stress, despite being two different activities. Running, however, puts me at risk of unwanted injuries that could leave me unable to serve the public, therefore reading books seems like a safer option.

At the same time running gives me some kind of freedom and helps to improve my resilience whenever I can not beat my best time.

I can not easily decide which activity works best for me, hence why I will continue to implement both of them into my daily routine.

WORD COUNT: 1098

Task 2

Relevant areas of the National Policing Curriculum: Communication Skills, Managing Conflict, Valuing Difference and Inclusion

You must choose a policing incident involving conflict in which you played a significant role with an offender/service user/victim and reflect on what happened.

Critically assess the incident including social and legislative contexts and any relevant cultural, ethnicity and language issues.

Consider the use of effective communication skills that you used within the incident.

Reflecting upon your incident, critically evaluate any theories or models underpinning the causes of conflict within policing interventions. (Examples would include, Betaris Box, The Drama Triangle).

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

ANSWER:

Conflict within the policing is an inseparable occurrence happening almost every day. It can be initiated by an independent person, witness, suspect or even a victim and might have a crucial importance during the incident.

There are a lot of guidance documents outlining the standards of professional behaviour within the policing, but most of those documents provide advice on the behavioural side of the encounter.

The guideline provided by the College of Policing (2020) indicates that to manage conflict a person must be situational and emotionally aware and apply verbal and non-verbal communication skills along with an active listening skill.

In policing, however, there are no two the same days and it is simply not possible to predict when and how the conflict will be inflicted.

This part of the workbook will describe the incident in the first month of my career as a police constable. I will explore the details of the incident, however, at the same time, I will maintain my professionalism by not breaching data protection regulations.

I will describe the situation, powers used during the incident and challenges that occurred during the incident.

Finally, I will critically reflect on my actions during the incident with the help of Gibbs' reflective model (1988).

THE INCIDENT:

We received a call from a hospital staff about an elderly female they just had examined. The reporting party (RP) was a completely independent person who treated the victim's injuries and reported the incident to the police due to them being very concerned about the victim's wellbeing.

The RP informed officers that a female of approximately 75 years old sustained significant injury to her face and arm due to the physical altercation between her and her roughly the same-aged husband. The assault resulted in a female falling over to the floor and not being able to get up by herself.

According to the Institute of Medicine (1992), elderly members of the community are prone to sustain life-changing injuries due to the fall. It is caused mainly by loss of muscle mass, unstable joints, and the fragility of the bones. They are also more likely to sustain fractures because of the fall.

Aware of the seriousness of the situation, we quickly made our way to the place where the victim was staying after being discharged from the hospital.

On arrival, I noticed that the female was vulnerable due to her age.

Her face was swollen, and she had a substantial bruise on the left side of her face, and a split lip. She also had a cast on her right arm and was later informed that she will probably undergo surgery to repair the broken bones.

We were also informed that she does not wish to make an official report against her husband due to them being married for a very long time and the fact that this was probably only a one-time situation. It is very common for a domestic abuse victim to not be willing to provide a crucial statement incriminating their perpetrator. Women fear further violence or are worried about the future if they are dependent on the perpetrator. The estimated number of domestic violence victims is reaching approximately 2,124,000 yet there were only approximately 890,000 reports were made to the police in the year ending March 2023. (Office for National Statistics, 2023)

We tried to reason with her and explain the implications of taking no further action, but the victim was not convinced towards further police actions. The family member, who she was staying with, explained the situation to her and reassured her that they would support her during the whole process which resulted in an official report being made. The victim informed officers that she was shocked by the fact that the person who she loved the most and who she had been personally involved for the last 50 years could do something like that to her. The victim stated that she did not expect the physical violence towards her, however, she was not touched by the verbal abuse from the perpetrator as she got used to it.

It was also disclosed that her husband has a problem with alcohol misuse and in fact, at the time of the assault, he was under the influence of alcohol.

Institute of Alcohol Studies (2024) states that the consumption of alcohol is documented to have a close relationship with committing a violent crime. It is mostly caused by compromised decision-making and increased aggression.

It is also likely that the victim of the domestic violence caused by the perpetrator being under the influence of alcohol will also use the alcohol as a coping mechanism.

Furthermore, it was also disclosed that the perpetrator is a highly skilled person who built his own fully working firearm.

THE NATIONAL DECISION MODEL:

The core of all decisions within the policing lies within the National Decision Model (NDM). It is a circular model which guides how to make a correct decision. College of Policing (2024) explains that to make a correct decision, police officers must follow those 6 cyclical elements of NDM:

1. Code of ethics – middle part of the NDM – guidance on professional and ethical principles within policing
2. Gather information and intelligence.
3. Assess threat and risk and develop a working strategy.
4. Consider powers and policy.
5. Identify options and contingencies.
6. Take action and review what happened.

I reviewed my decision with the help of the NDM and concluded:

- We were aware that abuser could be violent and possibly under the influence of alcohol.
- The biggest risk was unwanted violence from the perpetrator and his wellbeing during the arrest as he presented to be vulnerable due to his age. This helped to establish how many officers were present during the arrest enquiries.
- Power of arrest – section 24 of PACE; Power of entry – section 17 of PACE
- All options, contingencies and risks explored and discussed.

Actions taken resulted in executing a successful arrest without any physical violence.

ARREST:

Knowing the risks, our whole team was involved in arrest enquiries of the perpetrator. In the morning hours, we arrived at his home address, where we entered the premises under section 17 of PACE (1984).

Section 17 of PACE gives power to a police constable to enter the premises for the purpose of executing a successful arrest enquiry for an indictable offence.

We loudly announced our presence in the house and after a while we found the suspect to be in the bedroom. Due to him not expecting the police and the intoxicated state of the male, he started to be verbally abusive towards the officers.

I arrested the male at his home address on a suspicion of domestic-related grievous bodily harm section 18.

Section 18 of the Offences Against the Person Act (1861) states that whoever shall unlawfully and maliciously cause any grievous bodily harm to other person with the intention to cause grievous bodily harm is guilty of a felony.

Due to the suspect being an elderly person, he was handcuffed to the front and transported to custody. The decision to use handcuffs to the front was justified by the decreased mobility of the perpetrator.

This was the first serious case I took an active part, and I was happy with the outcome of the arrest.

Furthermore, after a few weeks, I was informed that the victim and her family would like to retract the witness statements due to the perpetrator's deteriorating health and their willingness to take care of him.

REFLECTION ON THE INCIDENT USING GIBBS' MODEL:

The incident described above is a classic example of the negative effect of the misuse of alcohol on a consumer. Although, domestic violence calls are a frequent call and so far, I have attended many of them, this one I will remember for a very long time. Going to that call I did not imagine the snowball emotional effect it has had on the whole family of the involved.

While dealing with this incident, I was focused on bringing justice to the victim.

Whilst taking a statement from the victim and her family I was genuinely concerned for not only the physical wellbeing of the victim but also her psychological state.

I could not understand how you could do something like this to the person you loved and spent almost your whole life with. I still think about the victim to this day.

The experience gave me a good understanding of the importance of family support.

On the other side, this experience showed me that no matter how long you can be with someone, you can never be sure about what the future holds and what challenges life will throw at you.

As mentioned above, due to the family retracting their statements, the case will result in no conviction of the perpetrator. Which left me with a feeling that there is an unfinished chapter in this occurrence.

Looking back, I could have spoken with the family and reassured them about the right decision they made, however as it was their decision as a collective, I do not think this would change the outcome.

I am not satisfied with the final decision, but I respect the family's wishes and I believe they made this decision reflecting not only on this incident but also their whole family history. If a situation like this arose again, I would communicate with the victim more frequently to reassure her about actions and check on their needs after the arrest.

THE BETARI BOX:

The Betari Box is a circular diagram which provides an understanding of how my attitude affects my behaviour and behaviour on attitude. It is an infinite circular relationship between the influence of one to another.

In the incident described above I was emotional only “inside”. In front of the victim, her family, and the perpetrator I put on my calm mask to not give them any more concerns or opportunities to create conflict.

I was aware that if I proceeded with the negative attitude during the arrest enquiries, in this occurrence, it might have a greater impact on a perpetrator’s violence. This could have caused unwanted use of force which could have been easily avoidable if my attitude had been different.

The Betari Box provides some kind of guidance on the relation between attitude and behaviour. It is however very simple guidance not reflecting on modern-day policing challenges such as people under the influence. From the training and the experience, officers are aware of the ethical and professional ways of communication, however, there are incidents where the member of the public seems not to be interested in a polite conversation. This can be caused by, but not limited to, consumption of alcohol, use of drugs or mental health issues of the person involved.

The Betari Box is very limited and not open on any options of the variety of the situations.

In conclusion, incidents of domestic violence are never easy to attend due to the family dynamic element being involved. I am overall satisfied with my actions and my communication with the family and the perpetrator. The impactful factor in this case is

misuse of alcohol, which could potentially increase the risk of officers being not safe during the enquiries.

Conflict however arose only during the arrest and was in the form of verbal abuse towards the police officers.

I was able to calm the perpetrator down by talking to him about his hobby, but I was ready for the use of force if needed.

There were no cultural, ethnic or language issues within this incident due to the family being a working-class family born in Wales.

WORD COUNT: 1943

Task 3

Relevant areas of the National Policing Curriculum: Criminal Justice, Valuing difference and inclusion

You must choose **a policing incident** in which you played a significant role with an offender/ service user/victim and reflect on what happened

Critically explore a policing incident that you have **investigated** and examine how you dealt with competing issues such as legislation, social issues, culture and language.

Consider the victims code of practice and how it was used to support your victim/witness through the criminal justice system during the **investigative process**.

Your reflection must illustrate your understanding and application of core principles of ethics, equality, diversity and human rights.

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

ANSWER:

This part of the workbook will shortly describe the incident of stalking and harassment, explain the legal definition of this crime, and critically explore the investigation I undertook to resolve the issue. Then, I will examine how I dealt with the victim and the perpetrator.

I will also explore the use of the Victim's Code of Practice (2024) during the investigation and the safeguarding measures I effectively used to prevent further incidents from this perpetrator.

Finally, I will reflect on the incident itself and my actions during the investigative process with the help of the Gibbs' reflective model (1988).

THE INCIDENT:

From the initial report of the incident, I was informed that an unknown male was stalking the reporting party (RP).

Stalking and harassment are described by NYSCP (2021) as an unwanted and persistent contact with the person which could put a reasonable person fear for their safety. It can include malicious communication, unwanted attention or even spying on someone. Stalking is an unwanted, persistent act rather than a singular occurrence.

It was disclosed to me that the male is frequently visiting victim's workplace and making her uncomfortable by staring at her and trying to get her attention.

To obtain further details about the case, I decided to speak with the RP at her home address. It was then that I realised that the situation was serious as by the door, I was greeted by 16-year-old female identifying herself as the RP.

Upon speaking to me, the victim disclosed that a white male of approximately 50 years of age is visiting her place of work almost every day. I was informed that she did not consider him dangerous, however, she started to worry when he gave her a Christmas Card with an invitation to a date.

The victim informed me that at first, she was not worried and although she thought it was highly inappropriate, she was hoping that the visits at her work would stop.

She reported the incident to the police when 6 months of unwanted contact with the perpetrator resulted in him giving her a love letter. I was informed that he wrote a letter on the backside of an old bank statement and revealed his details which helped me to establish his real identity in further investigation.

The love letter detailed the perpetrator's fantasy of having a sexual activity by touching a victim. It was also described that the perpetrator is willing to book a room to get to spend time with the victim and after the sexual encounter, commit to a long-term relationship with her.

The victim stated that this letter terrified her as she was not sure what he was capable of and that she does not want to proceed with the criminal justice system but rather wants the police to speak with the perpetrator.

Upon arriving at the perpetrator's address, we were greeted by a person matching the description provided by the victim. However, after asking him for his details, we were provided completely different ones. A thorough search on a police database was successful and we obtained the correct details for the perpetrator. Furthermore, the search revealed his previous conviction for similar reasons. The successful search also revealed that the perpetrator is over 60 years old with more than 40 years difference between him and the victim.

We entered the suspect's house and gave him suitable words of advice. However, after a long conversation, the perpetrator was still claiming that he did not do anything wrong as the victim was giving him signals that she could be interested in a relationship with him. This resulted in him officially receiving his first harassment warning which is described by the UK Parliament (2018) as a form of a written agreement between the perpetrator and the police to not commit the act again. The perpetrator was informed that if he continued with this behaviour, he would be arrested for stalking and harassment. The perpetrator stated that he is struggling with depression and has no one to talk to hence why he is engaging in a frequent walk to public places and conversations with strangers. We were also informed that he has a mental disability which causes him to not differentiate between good and bad. The conversation with the suspect was restricted due to his mental disability and difficulties to comprehend the appropriateness of the act. The study conducted by McEwan & Strand (2013) proved the link between the stalker and their mental disorder. The correlation of those two frequently resulted in psychosis about seeking intimacy with the victim.

To protect the victim, we also informed the victim's workplace and requested them to ban this person from entering the premises.

The victim was satisfied with the outcome of the investigation and the actions I completed.

The VICTIMS CODE OF PRACTICE (VCOP):

The Victims Code of Practice was first introduced in 2005 and was presented as a formal guideline for criminal justice on how to treat the victims of the crime and how to engage with them in a better way.

As the years passed by, there were multiple changes and as of 2024, there are 12 standard rights provided to the victim. I will explore some of them as not all applied to this incident.

The Victim's Code of Practice (2024) outlines that all victims should be treated with "respect, dignity, sensitivity, compassion and courtesy", have their privacy and decisions making respected and having support services provided if they wish to.

Right 1 of the VCOP states that every victim of the crime must be able to understand the criminal justice proceeding and as the victim to be understood by the authority.

The victim of this incident was 16 years old at the time of the report being made, so I established that the conversation in the presence of the parent would be the most appropriate. This was successful and allowed me to gather the best information but at the same time provided the family support for the victim.

Right 3 – The victim's entitlement to the confirmation of the police report

The victim and her legal parent were given my name, contact details and expected shifts for the next weeks. The crime reference number was given to the victim with the information that if any further issues would arise, she must contact the police immediately.

Right 4 – Entitlement to be referred to services that support victims.

The victim had the options explained and decided that she did not require any additional support from the police at that time. It was also understood that the victim was aware that if anything changed, she was still entitled to ask for support.

Right 9 – To be informed about the outcome of the case.

The victim requested no further police action and only suitable words of advice to the perpetrator. However, after the confrontation with the suspect, I updated the RP on the outcome and reassured her that further support was available if she changed her mind regarding the legal proceedings.

Right 12 – To make a complaint about Rights not being met.

The victim was informed that she is entitled to make a complaint on a police investigation if she is unhappy with the outcome of the incident.

SAFEGUARDING MEASURES:

The victim did not want to proceed with the further police action and requested a suitable word of advice to be given to the suspect.

To make sure that the unwanted contact will stop, I gave the suspect first harassment warning which he signed as an agreement.

I also spoke with the victim's employer and requested them to prevent the subject from entering the premises.

Should the victim continue with the legal actions, I could apply for Stalking Protection Orders to the Magistrates' Court to give the subject a civil order restricting him from seeing his victim.

The Stalking Protection Order can be made for a specific period and the police can apply for specific measures to help safeguarding the victim in the best way available at the time. Breach of such an order is a criminal offence and is prosecuted and is punishable with indictment for a term of maximum 5 years. The breach of a stalking protection order can be a single incident and does not necessarily be a pattern. What is most important in this case, the children, and young people below 18 years old can also be protected by this civil order (The Crown Prosecution Service, 2020).

REFLECTION:

The incident described above was an example of the stalking a harassment of a young person. The perpetrator was a stranger who by committing to the unwanted contact and by sending letters to the victim, caused her to fear for her safety.

I felt relieved that the victim was brave and reported the incident to the police. I felt more than happy to tell her that the suspect will stop his actions immediately.

I am still left with a feeling of a shock, knowing the age difference between the victim and the perpetrator and by the perpetrator's inability to comprehend his inappropriate act.

The thing that worked well was my confident way of communicating with the perpetrator and firmly explaining that behaviour like this is not acceptable.

The investigation went well due to the good information we received and my ability to do thorough research on a police database.

From that situation I learned that sometimes it is necessary to be firm and serious during the communication as otherwise they might not take you seriously.

If I will have another incident of stalking and harassment, I will be more confident to speak with the perpetrator.

In conclusion, this incident had a successful outcome, however overall, it was probably not the best experience for the 16 years old victim.

Although happy with the outcome, the victim feared an unknown male who she only greeted nicely at her place of work.

As I mentioned before, I am satisfied with the outcome, furthermore sometime later I received an e-mail from the victim stating that she has not seen the subject from the time of my attendance. This made me very happy and confirmed me that helping the public is a very rewarding side of policing.

WORD COUNT: 1704

Task 4

Relevant areas of the National Policing Curriculum:

Decision making and discretion, Conducting Investigations and Criminal Justice (Managing offenders)

You must choose **a policing incident** which you played a significant role with an offender/service user/victim and reflect on what happened.

Critically assess your role during a **police investigation** where you played a significant part with an offender/victim and reflect upon what happened.

Reflect upon your use of the National Decision-Making Model and the Code of Ethics and review how this impacted upon your decision making and use of discretion within the **investigation**.

Critically review your responsibilities regarding the provision of CPIA when conducting this **investigation**.

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

ANSWER:

Appropriate decision-making is one of the most important qualities that one can possess to be a successful police constable.

Due to the number of incidents and the variety of them, the decision-making process needs to be justified according to the incident attended. This part of the workbook will critically assess my role in a police investigation involving a firearm, describe and justify my actions completed whilst dealing with the subject and the victim and reflect on those actions.

I will also evaluate and reflect on my use of the National Decision Model and the Code of Ethics during my attendance at that call.

Finally, I will critically review my responsibilities regarding the provision of the Criminal Procedure and Investigations Act (CPIA).

INCIDENT:

During one of the night shifts, we received a call from a concerned member of the public about a male wielding a crossbow in the middle of a busy road.

Knowing that the crossbow is classified as a firearm and carrying it in a public place without a reasonable excuse is punishable with the imprisonment sentence, we rushed to the scene. (GOV, 2024)

On the way, we were informed that there had been at least 3 calls from different reporting parties regarding this incident, with one describing the possible victim. Upon arrival at the scene, we were able to identify the victim.

I was informed that the victim knew the suspect and after the verbal altercation in a pub, the suspect had left the pub, only to come back approximately one hour later.

When the suspect came back, he had a crossbow and threatened the victim.

Threats however did not work on the victim, whereby the suspect jumped to his friend's car and shot the crossbow in the direction of the victim's head.

The arrow missed the victim's head only by a few inches and got stuck in a metal shutter behind.

I informed my supervisor about the initial report from the victim and requested a vehicle search on an index provided by the witness.

After the process of gathering the statements from the victim and witnesses, me and my colleague in the company of a firearms unit, headed to the last known address of the suspect. The search for the suspect, accomplice and the weapon were unsuccessful.

Later during the same shift, we received a call from another concerned member of the public, stating that he was on a walk in a park when he noticed a big hunting crossbow and arrows abandoned in an open public field. We rushed to the place to retrieve the weapon.

On the way to the field, we were informed that the RP contacted the police again and disclosed that two males just left the specific car and headed straight towards the crossbow.

When we got to the field, we found not only the weapon but also the suspects.

Further search of the area resulted in finding more evidence discarded all over the place.

Forensic investigation proved the link between the items and suspects and provided evidential value to the whole case.

This was a very challenging night for me and my whole team, but due to our efforts and hard work, we received the best outcome possible and made sure that no one else got injured by this weapon.

THE NATIONAL DECISION MODEL:

The National Decision Model (NDM) introduced by the College of Policing (2024) provides a universal cyclical model of decision-making within criminal justice.

As this has been explored in depth in task 2, I will only explore my decision-making during the incident described above.

The first part of the NDM is gathering information and intelligence. This part began when we received the initial call and continued through the investigation. By attending the call, asking the right questions and safeguarding the victim, I was able to establish more facts about the subject and his whereabouts.

I established that there is no immediate threat to the victim, however, the subject is still on the run and with a possibly deadly weapon.

During further enquiries, I was able to find more evidence due to the information provided by the witness which in further forensic investigation was classified as crucial evidence.

The second part – assessing threat and risk and developing a working strategy was challenged when as a team we decided to attend the subject's address and did not find him there.

I must admit, this was a very tense night as despite the normal operational calls, each one of us realised that the crossbow was considered a high risk to the public.

Suspecting that the subjects were under the influence of alcohol or drugs, I was worried that there would be further calls regarding people's safety.

We were aware of threats and risks and had all departments involved in finding the subject, however with no luck.

The powers and policies were established as soon as we knew what exactly happened. It was agreed that the subjects must be arrested as soon as possible by any police constable in our force due to the high risk to the public. It was also agreed that the car and weapon would be seized as well as their mobile phones.

Furthermore, the victim's statement mentioned a third person being present in a car during the attack, hence why after the arrest both suspects were kept incommunicado. This means that the suspect is not allowed to inform anyone about his arrest for some period and can be executed only in some cases. In this incident, as there was a suspicion of another person being involved, we did not want to "warn" potential accomplices and give them time to run away or compromise the evidence. (GOV, 2023)

We collectively identified options and contingencies but after all lines of enquiries were negative, we were waiting till the suspect was back at his home address. The last part of the NDM is to take action and review what happened.

All actions I took, were a part of a group work with my team. This could be a potentially deadly incident and our safety was also compromised. As a collective, I believe we completed all the best lines of enquiry and acted on the information we had at the time.

The next day, my whole team received a formal message from one of the Senior Officers praising our hard work, commitment, and bravery.

The biggest reward for me was a feeling of fulfilment of my responsibility as a police officer towards the public. I went home and was genuinely happy and relieved that we captured the subjects.

CODE OF ETHICS:

Code of Ethics is a guidance that “should be used to help people in policing do the right things, in the right way, for the right reasons”. (College of Policing, 2024)

Standing in the middle of the NDM, it is a universal set of rules reassuring that all police actions and professional behaviour will be appropriate. Attending numerous calls, it is easy for a police officer to forget that for the person they have been dealing with at that time, it could be the worst experience of their life. With our privileged position, our actions are under more scrutiny not only from the senior management but most importantly the public.

The Code of Ethics (CoE) differentiates three policing principles:

Courage – police take responsibility for their actions, set an example for the public, challenge unwanted behaviour and present as honest, open, and accountable.

Respect and empathy – police officers are expected to be respectful, impartial, and fair and to treat everyone with dignity and courtesy.

Public service – delivering a good, lawful service to the public.

During the incident, I made sure to apply all policing principles of (CoE) and to provide the best service to both the victim and the suspects.

I was respectful towards the victims' wishes and at the same time, I was open and honest towards our next enquiries.

I treated the subject with dignity and courtesy but also I was open and honest about further actions taken against him.

CRIMINAL PROCEDURE AND INVESTIGATIONS ACT:

The Criminal Procedure and Investigations Act (CPIA) sets out the good practice in which the police should deal with the material obtained during the criminal investigation. It outlines the general responsibilities of the police officer during the investigation and provides a guideline regarding the recording and retention of the material gathered. The CPIA demands that the investigator of the offence will actively pursue multiple lines of enquiry even if they are beneficial to the suspect's defence.

Also to deal with the recorded or retained material in an appropriate manner.

According to the CPIA, the officer in case (OIC) is expected to establish and appoint one disclosure officer; make sure there is no conflict of interest; the material gathered is retained and stored in a correct manner and most importantly, that the disclosure officer has a full access to that material. (College of Policing, 2013)

My responsibility in this case was to correctly gather and retain the information and to provide a suitable accessibility of that information to further parties involved in the occurrence.

The incident described above could have ended in a completely different way. We were lucky that the witness was at the right place and the right time and had the courage to call the police.

By responding in a timely manner and catching the suspects we prevented a potential public catastrophe. The investigation was not easy and required a lot of support from

different departments such as financial crimes, firearm unit, dog's unit, and air support. Due to the good work of everyone, the outcome of the incident was positive.

Receiving the initial call, I did not think about my safety but rather wanted to attend the scene as soon as possible and prevent further injury to the public.

As a police officer, you are expected to run towards the danger and be courageous.

All decision-making was justified with the help of the NDM as well as the Code of Ethics.

I can not provide more information about the incident, rather than a general short description, but I can confidently say that this call was one of a few that I will not forget.

WORD COUNT: 1703

Task 5

Independent Patrol Status confirmation – equivalent to 1,500

This compilation of this task shall be confirmed by the employer once independent patrol status is achieved.

Independent patrol status achieved on 21st of May 2024 and can be confirmed by the employer.

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