



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 3 (PCDA)
(SOUTH WALES POLICE, GWENT POLICE AND UWTSD)

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FACULTY OF BUSINESS AND MANAGEMENT
PUBLIC SERVICE PROGRAMME

Module title: Professional Police Practice 2 (PCDA) BMPP5000D

Workbook Guidance

Please read these notes carefully; they provide essential information.

What is the workbook for?

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

- **Wellbeing and Resilience**
- **Decision-making and Discretion**
- **Vulnerability and Risk**
- **Public Protection**
- **Maintaining Professional Standards**
- **Leadership and Team-working**
- **Policing the roads**
- **Information and intelligence**
- **Conducting Investigations**

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

How should the workbook be presented?

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

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

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

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

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

How is the workbook assessed?

Advice and support about the completion of this workbook will be provided by university staff as part of your initial training day. Your tutor constable and in-force training staff will not be involved in assessing or marking your workbook after it has been submitted.

Dates of workbook submission will be made available during the initial training day and posted on Moodle.

Once submitted your workbook will be assessed and marked independently.

Confidentiality

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

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

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

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

NOTE

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

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

Dyslexia and other special circumstances

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

Guidance:

- Your workbook must contain the items specified in the table below (clearly identified and in the order given);
- You should use this particular document to insert your text / answer within each section of this workbook;
- You should upload your completed document as a saved pdf file of this workbook; if this is not possible then a Worddoc file is acceptable. Do not send a scanned file from a photocopier, an apple.dot file or a Microsoft publisher file as Turnitin will not be able to assess them, despite you being able to upload them.

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Task 4	Policing the roads Information and intelligence Conducting investigations	1750
Task 5	Individual Learning Plan	1500 equivalent
	Total	8000
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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:

Organisational culture within a workplace can influence the structure of a team, in both positive and negative ways. "Organizational culture is the collection of values, expectations, and practices that guide and inform the actions of all team members." (Wong, K. (2020). It controls how we function as a team and has a major impact in the health and wellbeing of staff. Many decisions made by management have certainly had consequences for my own resilience. Whilst I have found the culture of South Wales Police to be relatively positive, there are certainly areas where improvement is necessary.

I have experienced both positive and negative elements of our organisational culture, both of which have affected me in different ways. The two main experiences I will highlight are receiving positive feedback and hearing official news through rumours rather than being communicated by our leadership. I received some positive feedback from a supervisor recently who is of a high ranking, which made me feel valued and appreciated. I believe feedback in all forms is integral to progression and wellbeing, if used correctly (Harackiewicz, J. 1979. p.1352).

An issue with organisational culture that I have experienced through my time in South Wales Police, surrounds rumours and lack of official communication. There have been numerous times throughout my career, whereby police officers have been informed of shift changes or organisational changes through "word-of-mouth"

rather than an official communication. This had a major negative impact on my wellbeing since I heard a rumour that I was going to have to move to another station around 2 weeks before I had officially been told by any supervisor. Although it never came to fruition, those two weeks were filled with stress and worry and feeling like I wasn't in control. Upon reflection, I know that my overall wellbeing would have dramatically improved if a supervisor had spoken to me instead of one of my colleagues. This area needs improvement within organisational culture.

With organisational culture comes certain risks that need to be assessed and factored in to any organisation planning. Organisational culture can be a very useful tool within an organisation, ensuring that everyone is working towards the same goal, and in terms of policing, tries to ensure that all officers are performing to the same high standard no matter their rank or experience; but this is not always the case. Due to the high standards set, officers can often hide mistakes to avoid letting their team down or facing a disciplinary. Officers will often struggle to disagree with a decision that's been made by a superior based on the hierarchy scheme, even though that decision may not be the best solution (Tech Tello, 2022). These decisions can have an impact on the service we offer as a whole, and could lead victims having a sub-par experience or outcome, which is something that I have experienced myself whilst working with a victim of fraud. I was working with a victim who had lost a few thousand pounds, after an organisation took the money to for work that was never completed. Superiors claimed that this was a civil matter, and closed the police investigation without argument from myself. The same victim then complained a few months later after feeling like they had no other option and I continued the investigation; as a result, we had positive police action and the victim received compensation.

Over the past year in South Wales Police, I have researched many wellbeing and resilience strategies in order to control my own wellbeing. In June of this year, I joined my local fitness group, Man V Fat Football, and I now play football matches multiple times a week with friends that I have made during the process. Much like the police force, the clubs are set up to be supportive environments where each individual is going through similar issues and working towards the same goals (Man v Fat, 2022). This program has benefitted me greatly in terms of both my physical

and mental wellbeing. I have lost weight, increased fitness levels, made friends and I have the opportunity to play a game that I love that I would not have normally been able to. There have been numerous studies on the impact of sport on mental health and wellbeing, and this program has shown me the benefits it can have. I have found this to be a safe and supportive environment, allowing me to focus on an aspect of my life that is separate from policing. Playing as part of a team and increasing my physical fitness has also had a majorly positive impact in my career by affording myself the fitness to tackle challenging calls, and improving my ability to work as part of a team and rely on my colleagues.

Police officers are essentially subject to experiencing human suffering on a daily basis during work, and then have to endure the effect shift-work has on their personal lives, rendering resilience a crucial trait (Goerling, R. 2012. p394-395). Resilience can be a difficult process to adapt to; being able to recover quickly from difficult situations is something that does not happen overnight. I have found that communicating with my team and de-briefing after particularly difficult shifts is what has helped me overcome adversity. Policing is a niche career, it is one of the few professions you can be a part of, whereby nobody outside of the police can fully understand what you see and deal with on a day-to-day basis. This is why it's important to talk about the adverse experiences we endure. I am fortunate enough to have a very good team of people surrounding me, I know I can speak to any one of them and they will all be there to listen; this is an aspect of teamwork that needs to be promoted within South Wales Police.

It's clear to see that there are positives and negatives to the organisational culture within South Wales Police. If used well, organisational culture can instil trust in the police from the public, who will know that no matter which police officer arrives to aid them; they will be getting the same level of service and lack of bias. It can also massively increase motivation within the staff, with one officer doing whatever they can to conform to the culture and not let their team down, working to the best of their ability within the guidelines. If organisational culture is used negatively, it can have a severe impact on the mental wellbeing and resilience of officers, and negatively impact morale. This is a system which works but needs to be continuously

maintained and adapted as both the workforce and service evolve. It is also important that officers work on their own wellbeing and resilience, in order to protect their mental wellbeing and the level of service offered to victims; a combination of all of this will ensure that South Wales Police always offer the highest level of service.

[1,161 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:

As a police officer, no single two incidents will ever be the same, as such; you have to develop a good understanding of dynamic risk assessments in ever changing situations. The nature of calls that you attend mean that you must adapt and make decisions quickly and correctly, using the National Decision Model (NDM) (College of Policing, 2013) to your advantage in order to produce the best possible outcome for everybody involved. Domestic incidents can be especially complex as there many different emotions and actions that will be present at the call that you would not necessarily have to consider if the parties were strangers. Utilizing Gibbs' Reflective Cycle (Gibbs, G. (1988), I will be evaluating this incident and explaining the rationale behind my decisions.

During my time in South Wales Police, one domestic incident in particular has stuck with me, due to how much the situation evolved over a short amount of time. I attended an address after receiving a report from a parent, who claimed that their child was refusing to leave their property and was causing damage, making them fear for their safety. The parent also disclosed that this had happened many times before but that it had been unreported, and that their child was coercively controlling

them. Whilst travelling to the call, I completed relevant background checks that turned up no results, meaning that we were entering the property without knowing exactly what we were going to find. After arrival at the address, I quickly realised that this incident was not as simple as it first reported, as the parent was suffering with dementia and the child was their full-time carergiver, meaning my initial decision-making process via the NDM had to adapt and I had to use a dynamic risk assessment to resolve the situation.

As previously mentioned, whilst on the way to this particular call my first decision was to gather information and intelligence so I conducted the relevant background checks on our computer systems to check for any previous incidents or any warning markers I should be made aware of, but there was no trace for either party involved in the incident. As part of my dynamic risk assessment, I concluded that once I arrived at the property, I would have to proceed with maximum caution for the safety of myself and those involved. I could not assess the threat so I automatically had to consider that the level was very high until otherwise notified. This left me feeling very apprehensive about entering the property, as I was concerned with my own safety as well as my colleagues and the persons involved. Based on previous domestic incidents, I was able to develop a preliminary working strategy that I would enter the property, assess the situation and ensure that both parties separated before conducting a full investigation.

Once I arrived at the property, I could see through the window that both parties were still present and you could hear raised voices coming from the property. I considered my powers of entry (Section 17 PACE, 1984) and my power of arrest (Section 24 PACE, 1984). I also considered South Wales Police's domestic policy that in every domestic incident, you must separate both parties and take one person elsewhere. I was feeling confident that whatever situation we were about to walk in to, our initial plan was enough for us to resolve the immediate issue.

Once we entered the property, we committed to our strategy and force policy to separate both parties. The child was taken into the kitchen by another officer while I stayed with the parent in the living room. It became clear very quickly that the

parent in this situation was very confused, often referring to the subject as their sibling rather than their child. At this time, I had to alter my risk assessment and understand that this was not a domestic incident that I have experienced before. I had to think about my options and contingencies as to how I was going to resolve this situation without causing any party further distress.

The child had confirmed with my colleague that their parent is suffering with dementia. When someone is suffering with dementia, their care needs are extremely high and it is important that you take all necessary steps to reduce distress by taking a comforting approach with them (Wyatt, A. 2015. p1-6). It is because of this reason I used my powers of discretion and decided not to remove the child from the property, against South Wales Police policy. Using the NDM, I decided that if I removed their child from their property, it could have a major impact on the parents' mental wellbeing and cause them more confusion and detriment. The action I decided to take was to spend time at the address and speak with both parties together, to calm the situation and avoid the parent feeling more distressed than they already were. After a considerable amount of time, the parent calmed and remembered that the other party was their child and carer and that no incident had happened. After this, I completed the relevant forms in order to offer further support to both parties going forward by developing a long-term plan.

Upon evaluation I believe that most of the decisions made during this incident were the correct decisions, and offered resolutions in both the short and long term. Deciding to split both parties up at the beginning of the call was the correct decision to make until we were able to establish the circumstances. This situation could have played out very differently due to the fact we had no prior knowledge of the involved parties, so that decision ensured the safety of everyone before anything else. Speaking to both parties individually then allowed us to establish the circumstances surrounding their individual needs and the situation at hand, allowing me to implement my dynamic risk assessment and alter my decision-making process. The decision to go against South Wales Police policy and keep both parties together could have raised questions from superiors, but ultimately, I ensured that the parent

who was suffering with dementia was safeguarded and not left alone, sticking to their personal care needs.

I believe the part of this situation that did not go as well as it could have, was at the beginning of the call when we entered the property without knowing whom we were dealing with. The decision to enter the property could have resulted in great consequences by potentially putting my colleague and myself in danger. I believe I could have attempted to complete extra research whilst driving to the address which I intend to implement in my personal process going forward. I could have conducted searches on the address or tried to locate any family members on our system to give us an idea of whom may have been present; this is something I have tried to implement since this call.

I believe that part of the reason why this call went very well was because my colleague and I used our discretion to our advantage. There would have been nothing technically wrong if I decided to remove the child from the property and separate them, but that would not have been in the best interest of both parties involved. Our role as officers is to keep people safe, and that outcome can be achieved in numerous ways, hence why it is so important to stick to a dynamic risk assessment. My decision to keep the parties together ensured the long-term safeguarding of a vulnerable adult, ensuring they did not come to any harm and were receiving the care they needed. I believe that I took a very ethical approach to my decision making, as my morals were a leading factor in my decision making. I used my empathy to make a decision away from force policy, which had the best possible outcome.

Upon recording this incident on our systems, I ensured to include all of my rationales for every decision that I made, and ensured that anyone reading it would now exactly what decision I made and why I made it. This was necessary so that if any superiors reviewed the incident, they would fully understand why I did not stick to the normal protocol regarding domestic incidents. I also ensured that all relevant forms were submitted such as a PPN in order to get the parties the support that was needed.

In conclusion, I learned a lot about dealing with dynamic situations and I learnt a tremendous amount about my own decision-making skills, giving me the confidence to make important decisions independently. I learned the importance of a dynamic risk assessment and that incidents do not always necessarily have simple solutions. Sometimes you have to use the NDM to your advantage and make smart decisions to influence both the short and long-term outcomes. This situation could have been more positive if we had attempted deeper background checks on the persons involved, as knowing the situation before we entered could have helped us develop a working strategy more effectively which is a skill I hope to develop as a police officer. I also feel as though there was still more that I could have done. After the incident, I completed the appropriate paperwork, such as a PPN, to try to get the parties more effective support going forward, but I did not follow-up with them myself. Reflecting on this incident has made me aware that I need to work on my victim contact skills, and not just leave the incident alone once I've left the initial visit. I could have phoned the involved parties a few days or even weeks later to check on them and see what support had been offered. This improves the relationship between the police and public and improves my skills going forward. If I am ever met with a similar situation again, I will have a better understanding of what comes next. Overall, I feel as though this situation was handled well and the best outcome was achieved. If I were to attend the same incident again, I feel like my decision-making process would be the same as how I handled this incident aside from conducting more thorough initial checks.

[1,713 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:

Working as a police officer requires you to have certain skill sets and arguably no skill is more important than being able to work as part of a team. The team you go out on a shift with are the ones who protect you, guide you and help you through all scenarios. It is imperative that a team is cohesive for the sake of your own personal safety and the level service that members of the public receive. Your team must have a strong working dynamic, almost to a point that you know what other members of your team are thinking whilst at a call. When a team does not have a working dynamic, inter-personal conflict can occur leading a team to perform to a lower standard. This effects group morale and the level of service and professionalism the public receive from us. There may even be times where the conflict within a team starts to interfere with professional standards and that is when intervention becomes necessary.

Using the Tuckman Team Model (Tuckman, B. 1965) we can evaluate how certain teams may function better than others and the reasons why this is the case. When a team first comes together, this is forming. A team in South Wales Police will form starting as complete strangers; with the only item in

common being the career they all share. When I joined my team in South Wales Police, I had never met any of my colleagues before, meaning that I did not know any of their personalities or anything we may have in common. The positive side of this is that you are forced to take everyone at face value, without any preconceptions; allowing you to form your own opinions and form your own relationships. I was very nervous meeting my team for the first time, but I was fortunate enough that every one of them made me feel incredibly welcome and calm.

Once a team have met, they will transition to the storming phase and start to communicate and get to know each other and start building on the relationship between them. This is the moment in people can start both building strong bonds and friendships or start showing incompatibilities. People may share different values or have different interests meaning that they will not necessarily have the best relationship, which is not an issue, the issue comes when the incompatibilities start showing whilst conducting their duty. When people have difference of opinions, inter-personal conflict can occur which can have major ramifications on the service provided. Working as a police officer is a highly stressful profession whereby you must work with your team to make decisions quickly and together. When you have a situation where people disagree on the correct course of conduct, this can cause arguments between officers and may often lead to a decision being made that is not in the best interest of the victim. The important thing that needs to happen in a situation like this is that even if you have a difference of opinion, you need to learn from each other and listen to the other person's point of view. You use the NDM to come to a clear resolution and get the best possible outcome for your victim.

After this period of a team forming, you start to head towards the norming phase, whereby people can start to feel part of the team and learn how to work together, regardless of any differences of personality or professional differences. This is where officers will learn how their colleagues' handle situations and start to adapt to that persons thought process and integrate

others ideas into their own way of thinking. This is when a team can start to form a coherent unit, working towards the same goal of safeguarding and protecting. This is also the stage where personal friendships can start to form within a team, which can have both positive and negative ramifications. When your colleague becomes your friend, your bond grows even stronger, forming an excellent working partnership. You can enter an address and know exactly what your colleague is thinking, and you will find it easier to agree on decisions. This ensures that victims are receiving a very high level of service and care and will ultimately ensure that safeguarding is prioritised. Having friendships at work also makes difficult calls easier to process as you can go to your friend to discuss how you are feeling following an incident which encourages positive mental wellbeing for you both. However, there is also a risk of the team splitting into cliques. This was not the case on my team, but I have seen this happen in other teams, whereby the same group of people will pair up for shifts more than others do. This can often lead to people outside the clique feeling isolated and could hinder their growth as a police officer. There is also the risk that when the different groups of people are paired together, they could have conflict at calls and provide a lesser service when attending an incident, due to them not understanding how the other officer works and makes decisions. Situations like this is what can cause a team not to function and requires intervention from superiors such as sergeants to take control and avoid cliques from forming in the first instance. Only then can a team fully work together in any pairing and any situation.

The next stage in a team forming a coherent unit is the performing stage. This is when a team has been working together for a considerable amount of time, fully starting to trust each other. It can form an open environment where people are not scared to give an opinion and officers are flexible in their learning and willing to adapt their way of dealing with situations. This stage is vital for working in a police service. You have to have complete trust in your team and know that every member will be there to look out for you and help you when you are in need. At this stage the level of service you provide will be at a high and public perceptions will be more positive. The issues with this

stage come when members of the team are not all at this level of trust with one another. When you are at a call with a colleague that you do not trust or work well with, arguments can happen in front of members of the public or disagreements on how to handle a situation. An example of this can be if you are at an incident whereby one officer believes that a person needs to be arrested, and the other officer believes there is a different way to handle the situation. Both options could be equally valid but if they do not have the level of trust in each other, they will not be willing to listen to the others point of view and could start disagreeing publicly. This would be a massive violation of professional standards and lead to complaints or a drop in public perception. Police standards of professional behaviour (College of Policing, 2011) include authority, respect, courtesy and conduct. If the conduct is not adhered to, this is a massive failing of the police service and provides victims with a lesser level of service. I have witnessed this issue whilst at an incident between two colleagues, whereby they had a very public disagreement on how to handle the situation. Other officers intervened to keep a high level of public perception but not before multiple members of the public witnessed improper behaviour. The result of this was that both officers were subject to disciplinary action and those members of the public that were witnesses would have then started telling multiple others about the situation, causing a level of embarrassment for South Wales Police. This situation could have been avoided if the officers were willing to listen to one another's opinion and come to a decision together, which is why it is so important to work together and build working relationships before it is too late.

Once these stages of the team model are completed, the final stage is adjourning. This is when you sit down as a team and discuss any issues you may be having or point out the ways in which people are working well together. Evaluation is imperative for the inner workings of the team and to improve the coherence. Only when a team is fully coherent can you ensure that professional standards are high and that a team is fully functioning. Disagreements on how to handle incidents are unavoidable as everyone has different personalities and decision-making processes; but what can be

avoided is the unprofessional behaviour that risks being highlighted to the public.

One strategy that can be introduced to enhance individual and team performance can come in the form of developing police leadership. It is part of the role of a leader in the police to ensure their team are working coherently and ethically. Developing them to spot the signs of inter-personal conflict can allow them to intervene and address the situation, before anyone is at risk of going against the code of ethics; or before the public receive a lesser service (Rao, S. 2012, p1-8).

The aim of the police service is for all police officers to perform to the same level and stick to the organisational culture within it. I believe that even though you cannot control how people's personalities mix or how well people work together, you can control how those thoughts and feelings are presented. Sticking to a plan to build a team and relationships is imperative to providing an excellent service for victims, as well as providing a safe and happy working environment for all officers on duty.

[1638 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:

Information and intelligence are key to policing the United Kingdom. We would not be able to conduct many of the investigations that we do without retrieving intelligence from databases and the general public; this is especially prominent when policing the roads. Police officers are not afforded the opportunity to spend an entire shift driving the roads looking for potential criminal activity, so information that is passed on to us is key to the police dealing with criminal activity. Major crime organisations conduct much of their business by using the roads in the United Kingdom; drug smuggling and human trafficking are just two examples of how our roads are being exploited.

Intelligence submission surrounding vehicles is one the best tools we have in tackling road crime. If we submit intel based around a vehicle, whether it has been given to us from a member of the public or something we have witnessed ourselves, any police officer that checks that vehicle will have access to that same intel. This increases opportunity to perform stop checks and try to stop crime at its source. At even the most basic level, increasing intelligence-led strategies can reduce death and serious injury on the roads by reporting dangerous drivers, allowing us to intervene and create safer

working roads for everyone (Norbury, F. 2020. p99-100). The benefit of intelligence submissions is that they do not only have to be made for local officers, but intelligence can also be placed on the Police National Computer. For example, I could submit intelligence in South Wales, which an officer in Greater Manchester would have access to if they run a check on that vehicle; this leads to a coherent police unit across the United Kingdom with everyone working towards the same goal. We have dedicated traffic units that will attend any incidents that occur on the roads in the United Kingdom. They are specially trained to commit to pursuits and have further powers to forcefully stop vehicles if they make off. These officers are the front-line for road traffic offences, and are an incredible tool to the police service to tackle road related crime. It is imperative that any information that we get as response officers is conveyed clearly and concisely, so that any officer who reads it will fully understand the information that has been passed to them. This ensures that attending officers have all the support they need to be able to handle the situation effectively.

Drug smuggling is a major issue in the United Kingdom, with countless vehicles being used to drive drugs up and down the country. In 2016, drugs attributed 2593 deaths in the United Kingdom (National Crime Agency, 2017), showing how serious the epidemic is. These drugs are being transported to the UK by numerous methods such as container shipping or even light aircrafts. Once in the UK, these drugs must be transported to their destinations which often means being driven in vehicles. A major tool in trying to ascertain which vehicles are being used to run drugs comes in the form of our automatic number plate recognition software (ANPR). ANPR has improved the security of our roads by cataloguing every number plate and vehicle that drives past and can also map a vehicles journey if it passes multiple cameras. If one vehicle for example was being used to carry drugs from point A to point B on numerous occasions, you can use ANPR to build a timeline and work out a pattern; this means that you can plan the best time to be able to stop the vehicle and search it. When used well, ANPR is another of our most useful tools in tackling road crime.

I have had experience of how useful ANPR can be when dealing with an incident. This year I dealt with an investigation into a vehicle that had been stolen and transported to a different country. I spent a considerable amount of time researching the possible suspect in the case and trying to locate them, as well as patrolling any areas that they would have been likely to take the car to. I also placed a stolen marker on the PNC in case the vehicle were to pass an ANPR camera and give us a location. After several weeks, I received a notification that the vehicle had in fact been sighted on an ANPR camera and we were able to locate it and deliver it back to the owner. This may not have been possible without the use of our ANPR cameras. The system works very well but as with everything, there is definitely room for improvement. There can be situations whereby ANPR fails to capture the vehicle registration mark for various reasons, such as having a fixing screw covering one of the letters or numbers (Rhead, M. et al. 2012. p286-291). It is important that any situations like this are reported and looked in to, in order to develop and improve the system.

Another prevalent criminal activity that relies heavily on the use of the roads is Human Trafficking. Organisations will use vehicles to transport or smuggle humans into and around the country and worldwide, putting victims at an incredibly high level of risk. It is imperative that we closely police the roads in order to track down vehicles that may be involved in the trafficking of people, in order to stop those vehicles before they reach their destinations. In 2004, it was estimated “that some 600,000 to 800,000, people were trafficked worldwide, according to the United States Trafficking in Persons Report of 2004,” (Shelley, L. 2013. P128-149). Shelley claims that often traffickers will use indirect routes to avoid policed roads, border checkpoints and jurisdictions; this is where intelligence and information is key to policing this crime and keeping our roads safe. We can use information collated from systems like ANPR or information provided by the public to try and map out journeys from ports and entry points and investigate what routes traffickers may be taking. We can further attempt to increase our intelligence

submissions in the form of social media appeals or from frontline officers asking the relevant questions and investigating.

It is imperative that all officers, not just traffic officers, take roads policing seriously and are aware of their surroundings. When you are driving on emergency lights to a call, it is very possible that you could see vehicles committing road traffic offences that may go unreported due to the priority you have at that time. Officers need to make every effort to take notes about any and all traffic offences they come across, even if it may be seen to be relatively minor by the general public. I have been in a situation whilst on shift whereby I have stopped a car on the road for a publicly perceived minor offence of forgetting to indicate when turning a corner. I pulled the car over to one side and after a brief investigation, discovered a large quantity of drugs within the vehicle and arrested for possession with intent to supply (Misuse of Drugs Act, 1971). This was a great outcome, and it could have easily gone unnoticed by an officer who was not aware of their surroundings.

I have also been able to use information and intelligence to my advantage whilst conducting my duties as a police constable, which shows exactly how important it is. There was an incident whereby I was driving behind a vehicle that had committed a minor moving traffic offence. I completed the relevant PNC vehicle checks, which revealed a piece of intelligence attached to the vehicle stating that it had been reported that the driver was often driving whilst over the prescribed limit of alcohol. As a result, I stopped the vehicle and conducted the relevant checks including a breath test. This driver was over four times the legal limit of alcohol, so they were I used my powers and policies in order to take this person off the road and disrupt the crime activity. The driver was subsequently arrested and was forced to attend court, which was a good outcome. Again, the minor offence could have been overlooked if I was preoccupied with another incident; given how much alcohol was in their system, it could have been catastrophic. This was a very good result that came from another officer submitting intelligence that I was able to utilize.

Information and intelligence can build the backbone of modern-day policing. From serious and organised crime events to local crimes, intelligence gives us the tools to tackle road policing effectively and ensure safeguarding is at the forefront of everything we do. ANPR systems need to be heavily utilized to help with tracking of subject vehicles and to make every effort to police serious crimes across the country. With all police services working together towards the same goal, our roads can become a safer place and be policed more effectively. Drug pushing, human trafficking and other high-level crimes are a plague on society, and although more can be done to prevent these crimes from being committed, utilizing our road policing and being vigilant is the first step in creating a safer society for all. This can even be expanded to our partner agencies such as the British Transport Police, by working together to map our routes that organised crime gangs take and force them into eventually ceasing their operations. I have had very positive road policing experiences, but I feel as though officers who have not had these experiences should be educated into how best to utilize the tools at our disposal. An uplift on intelligence and information from the public is also necessary, as without this information, crimes can be committed freely, and people's lives will be put at risk.

[1,627 words]

Task 5

Individual Learning Plan

The second learning outcome identified in the accompanying module descriptor (BMPP 5000D) asks that you create an individual learning plan to meet your identified needs through reflection upon your continuing practice. This shows confidence in your ability to manage your own learning in response to evolving circumstances in the workplace.

This task differs from the PDPs that you have completed in your previous workbooks in that this learning plan allows you to assess what level you believe you are in key knowledge, skills and experience against where you believe you (and the force) consider you should be – now and in the coming 6 to 12 months of your placement. This should then be used to target future development need.

1500 words equivalent. Please note that this is not the actual number of words used in completing the table, the count reflects the thought and research behind it.

It will count towards the overall equivalent word count of 8000 words expected from this module.

ANSWER:

Knowledge, Skills and Experience Assessment

	REQUIRED			RATING			DEVELOPMENT NEED
KNOWLEDGE	Low 1-4	Med 5-7	High 8-10	Low 1-4	Med 5-7	High 8-10	I believe my knowledge is currently at a medium level of 5 however, I would like to be at a 7 within the next 6 to 12 months as this is where I believe my superiors would expect me to be. I have built up a tremendous amount of knowledge since being signed off as independent due to the wide variety of calls I have attended. Due to the fact my team has been very low on numbers I have gained a lot more experience than I maybe would have. I have also had the opportunity to do a lot more work

							independently. However, the low numbers on my team have also meant that there is a large work load for each officer and I have had less time to build up my knowledge in certain areas which I may have had time to do otherwise. I believe my knowledge can and will be expanded further however this will come with time and experience on the job as I get to attend a wider range of calls and learn how to deal with individual incidents. To develop my knowledge, I plan to: • Spend more time on independent research and learning • Seek out more opportunities to work independently • Continue to seek advice and support from peers and superiors • Continue to attend a wide variety of calls to expand my knowledge across areas of policing • I will be going on the PSU training course and intoxilyzer course to expand my knowledge
SKILLS	Low 1-4	Med 5-7 5	High 8-10	Low 1-4	Med 5-7 7	High 8-10	Due to the wide variety of calls and the courses I have and will shortly attend I believe my skill set exceeds what I had previously expected of myself and what the force would expect of me. I have already completed the PNC and SOFR courses and I will soon be attending courses for the intoxilyzer and PSU, each of which I have sought out of my own accord. I am aware that there are still skills and training which I am

							required or which I would like to complete and I would hope that within a year I would reach a high skill level. To develop my skills, I plan to: • Attend the PSU course • Attend the intoxilyzer course • Attend training at the hub • Attend response course • Attend taser course • Continue to build my skills by attending a wide variety of calls • Adapt and develop my skills by learning from peers and superiors
EXPERIENCE	Low 1-4	Med 5-7 5	High 8-10	Low 1-4	Med 5-7 6	High 8-10	Again, due to the low resources on my team, it has meant that I have had a heavier work load, I have been able to work more independently and I have been able to gain a lot more experience with a wider variety of calls than I otherwise would have been able to. I believe that high levels of experience will only come with time however at this point in my career I have more experience than I expected to have or what I believe the force would expect me to have. To develop my experience, I plan to: • Continue attending a wide variety of calls • Put myself forward for calls which I may not have dealt with before • Learn from my peers and superiors' experiences • Continue attending course which would make me more useful at certain calls • I will continue to be patient as I cannot expect to

							experience every type of call in my first few years
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Bibliography

The bibliography should only include sources referenced within the workbook using the Harvard referencing system. Information about referencing in written assignments and how to avoid plagiarism can be found on Moodle. It is important that you are aware of the importance of ensuring that the work submitted is your original work.

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